

The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT

OF THE

BOARD OF CONCILIATION AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1938



OFFICIALS

Commissioner
JAMES T. MORIARTY

Assistant Commissioner
MARY E. MEEHAN

Associate Commissioners
(CONSTITUTING THE BOARD OF CONCILIATION AND ARBITRATION)
THOMAS F. CURLEY
RAYMOND V. McNAMARA
JOHN L. CAMPOS

Office
Room 472, STATE HOUSE

STATE OF NEW YORK

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STATE HOUSE, BOSTON

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REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION

THOMAS F. CURLEY, *Chairman*: RAYMOND V. McNAMARA, JOHN L. CAMPOS

ARBITRATION

On December 1, 1937, fifteen joint applications for arbitration were pending. During the year 311 joint applications were filed, making a total of 326. Of these 33 were abandoned, withdrawn or settled; decisions were rendered in 278 cases, also six supplemental decisions; 8 cases are now pending. One petition for a certificate of normality was filed, which was later withdrawn. This is an increase of twenty-one per cent in cases settled over 1937.

In its arbitration work the Board has found both parties to the submission to be most co-operative and appreciative of the responsibility accepted by the Board and have accepted the Board's awards in that spirit, thus demonstrating the value of this means of adjusting differences arising between employer and employees without a cessation of work. Where a cessation of work has occurred, the Board insists on an immediate resumption of employment, without discrimination to strikers, pending arbitration of the issues involved, as the sound policy of the Board has been not to arbitrate until employment is resumed.

CONCILIATION

The duty of the Board under the law calls for the Board in the case of a labor dispute to contact the representatives of both parties and arrange for a conference before any actual cessation of work occurs. In many instances this has resulted in the prevention of a serious strike, with its accompanying loss to the employer, employee and public.

The confidence which employers and employees have in the Board is evidenced by the fact that practically all lines of industry have availed themselves of the good offices of the Board during the past year, and, to such an extent, that the Board has been obliged on many occasions to work far into the night and even on Sunday in its efforts to maintain industrial peace in the commonwealth, handling as it did 311 cases, or an increase of approximately twenty-two per cent over the conciliation cases for 1937.

In many instances, as a result of the Board's activities in its capacity as conciliators, settlements have been reached whereby the parties agree to submit any differences which they are unable to adjust themselves to the Board for determination, or to a local board, the decision to be final and binding on both parties for at least six months, or such time as both sides may mutually agree upon.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES

CONCILIATION

Industries Affected

Automobiles	Electrotyping	Oil
Bakers	Engineers	Oil Burners
Barbers	Engraving	Opticians
Beef	Express	Paint Shop
Beverages	Fish	Patent Leather
Boiler Works	Fruit	Paper
Brewers	Furniture	Pharmaceutical
Building Materials	Garage	Petroleum
Caskets	Gas	Produce
Chauffeurs	Granite Works	Publishers
Coat and Apron Supply	Grocers	Quarries
Curtain	Heat and Power	Railroads
Candy	Hardware	Rubber Footwear
Cleaners	Hides	Restaurants
Clothing Manufacturers	Hotels	Rubber Goods
Coal	Hosiery	Sand and Gravel
Cold Storage	Last Manufacturers	Shoes
Concrete	Laundries	Steel
Construction	Leather	Stores
Cotton	Linen	Tacks
Cut Soles	Liquor	Textiles
Dairy	Longshoremen	Theatres
Dentists	Lumber	Transportation
Dress Manufacturers	Markets	Upholstering
Drugs	Matches	Warehouses
Dyeing	Movies	Wire
Electrical Goods	Newspapers	Woolens

Principal Differences: Wages, Hours, Working Conditions, Discharge, Discrimination, Union Recognition, Terms of Agreement, Removal.

ARBITRATION

Industries Affected

Auto Repair Companies	Food Market	Paper Bags
Baking	Fish Dealers	Publishing
Bituminous Products	Fuel Dealers	Retail Drug Stores
Blouse Manufacturing	Fruit and Produce Dealers	Rubber Company
Building Materials	Furniture Dealers	Sand and Stone
Brick Company	Grocery Stores	Saw Mills
Can Company	Heat and Power	Sausage Manuf'rs
Candy Makers	Hotels	Shoes
Chemical Packaging	Importers	Silver
Cigar Manufacturing	Kitchen Equipment	Spinning and Dyeing
Cleansers and Dyers	Laundries	Stationery Manuf'rs
Dairy	Leather	Textiles
Dental Laboratory	Liquor Dealers	Transportation
Distillers	Lumber Dealers	Upholstering
Educational Materials	Movers	

Issues Arbitrated: Wages, Seniority, Hours, Discharge, Working Conditions, Discrimination, Violation of Agreement, Interpretation of Agreement, Working Agreement.

PREFACE

In order to avoid unnecessary printing and making the report of decisions more compact, where expert assistance is used the introduction is shortened, the form used being as follows:

Having considered said application, heard the parties by their duly-authorized representatives concerning the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards

In cases where expert assistance is not used, the decision is printed in full. The words at the end of each decision, "By the Board," etc., are omitted.

DECISIONS

GOLDBERG BROTHERS, FREEDLANDER SHOE COMPANY, DAINTY MAID SHOE COMPANY, FOX SHOE COMPANY, S. KLAYMAN and SON and JONAS SHOE COMPANY—HAVERHILL

December 2, 1937

In the matter of the joint application for arbitration of a controversy between Goldberg Brothers, Freedlander Shoe Company, Dainty Maid Shoe Company, Fox Shoe Company, S. Klayman and Son and Jonas Shoe Company, of Haverhill, and employees. (266)

The Board awards that the following prices shall be paid by the above-named manufacturers to employees at Haverhill for the work as there performed:

Per 36 Pair

<i>Mc Kay Stockfitting:</i>	
Looking after work	\$0.035
Put up stock	.017
Wet up stock	.013
Skive	.026
Roll	.017
Tap laying, glue, press and pull apart	.157
Round—single 1 pair at a time	.079
Round—single 1 sole at a time	.105
Round end pieces, extra	.035
Stamp	.013
Size or case up	.013
Channeling	.122
Channeling with throw in on shank extra	.026
Mark shanks	.017
Split	.035
Cement and lay	.035
Cement flaps	.017
Shank out (flesh side)	.044
Shank out (Philadelphia under lip)	.087
Shank out (Philadelphia 1 side lip)	.044

Per 36 Pair

Philadelphia thin edge (under lip all around)	\$0 157
Philadelphia forepart	.079
Reduce edge to iron (heel to heel)	.079
Feather edge heel to heel (not over 1-2 iron)	.052
Feather edge shanks	.044
Feather edge forepart	.044
Feather edge heel	.026
Mould outersoles	.044
Turn channels	.079
Turn channels (thin shank or wood heels)	.087
Stain edges	.03
Sponge (all operations)	.013
Butt heelseats, Cuban	.044
Die out Louis heelseat	.07

Innersoles:

Die out (sheet or roll)	.07
Die out (block soles)	.087
Round innersoles	.087
Case and tie up at machine	.00
Case and tie up after fitting	.01
Reinforce heel	.04
Reinforce toe	.04
Shank out inners	.04
Dip toes	.017
Mould inners	.022
Slashing inners	.017
Match inners and outers	.013
Reinforce heels with moulded shank piece	.087
All work in stockfitting room to be done by the piece.	
Samples, 1 to 6 pair, double price.	
Samples, over 6 pair, price and one-half.	

Compo Stockfitting:

Looking after work	\$0.035
Put up stock	.017
Wet up stock	.013
Skive	.026
Roll	.017
Round—single 1 pair at time	.079
Round—single 1 sole at a time	.105
Round end pieces, extra	.035
Stamp	.013
Size or case up	.013
Split	.035
Cement and lay	.035
Cement flaps	.017
Shank out	.079
Thin edge all around	.105
Mark shanks	.017
Reduce forepart to iron	.052
Mould outersoles (Model A)	.044
Mould outersoles (Conformer)	.087
Stain edges	.03
Sponge all operations	.013
Zeigler flexing	.017
Roughing (Bresnahan)	.105
Roughing (Bresnahan), automatic	.079
Roughing (USMC)	.052
Cementing machine (Bresnahan, 2 coats)	.087
Cementing machine (USMC)	.087
Trim margin on Apex—forepart	.044
Trim margin on Apex—shank	.026
Trim margin on Apex—shank and forepart, 1 handling	.065
Trim margin heel to heel on edgetrimmer	.065
Trim margin ball to ball on edgetrimmer	.044
Punch hole in heelseat	.035
Match up inners and outersoles	.013
Sealing soles	.14

Innersoles:

Per 36 Pair

Die out (sheet or roll)	\$0.07
Die out (block soles)	.087
Round innersoles	.087
Case and tie up at machine	.00
Case and tie up after fitting	.01
Reinforce heel	.04
Reinforce toe	.04
Reinforce heel piece, two at one operation	.065
Shank out inners	.04
Slashing	.017
Dip toes	.017
Mould inners, Model A	.022
Mould inners, Conformer	.04
Mould inners, Conformer, 1 at a time	.065
Treating outsoles	.157
Round reinforced innersoles, 1 at a time	.105
Tack arch support shank (staples)	.087
Mould arch support shank	.044
All work in stockfitting room to be done by the piece.	

Grade 2
Per 36 Pair*Mc Kay and Compo Lasting:*

Put up work, including pick out lasts	\$0.087
Pick out lasts separate operation	.026
Tack inners:	
Machine:	
1 tack	.052
2 tacks	.079
3 tacks	.105
4 tacks	.131
Hand:	
1 tack	.07
2 tacks	.096
3 tacks	.122
4 tacks	.149
Assemble, inc. paste by machine	.29
Chalking lasts	.026
Paper in heel	.026
Pocket counters	.026
Wiping paste off counter	.026
R & L counters	.026
Long counters	.00
Pasting inside of counter by hand	.026
Combination lots	.026
Pulling over	.29
Put in toe box	.052
Cement linings	.052
(Tip or imitation tip)	.026
(Centering—only one extra to apply)	.026
Increaser	.052
Chalk front of last	.026
Hand pulling, inc. hand assembling, put in box and tack back	1.094
Pull lasts	.087
Dip counters separate by hand	.026
Same extra as machine assembling and pulling over.	
Tack straps or pump sides	.105
Side lasting (tacks) inc. spindling	.787
Tack counters separate	.105
Wetting sides	.052
Pull shank tack	.052
Side lasting (staples) inc. spindling	.92
Tack counters separate	.105
Wet sides	.052
Pull shank tack	.052
Pull puller's tack, 2 tacks	.026
Pull puller's tack, 4 tacks	.052

Grade 2
Per 36 Pair*Mc Kay and Compo Lasting (Cont'd):*

Bed lasting toe and heel (cement or tack toe), inc. pound heels	\$0.866
(Tip or imit. tip)	.052
(Centering—one extra only to be paid)	.052
Patent leather or calf	.052
Cementing toe when tacked	.052
Bed lasting toes only (cement or tack toe)	.63
Patent leather or calf	.026
Cementing toe when tacked	.052
Turn back uppers to steam	.079
Niggerhead all around, inc. spindling	.997
Niggerhead no heel, inc. spindling	.892
Patent leather, calf, side leather, inc. imit. reptile, extra	.052
Tack counters separate, extra	.105
Wetting sides, extra	.052
Pull shank tack	.052
Pull vamp and tip	.079
Heelseat lasting	.122
Pound or iron heelseats	.026
Trim uppers heel to heel	.079
Trim uppers tip line to heel	.065
Trim uppers inc. around heel	.105
Trim uppers by hand	.087
Pound toes only after bed lasting	.096
Pound toes and forepart after bed lasting	.114
Pound toes and heels after bed lasting	.114
Pound heelseat by hand, separate operation	.079
Pound toe and heel after niggerhead	.157
Pound toe only	.131
Pound foreparts, extra	.017
Pound toe and heel after niggerhead hand pulling	.175
Pound toe only after niggerhead hand pulling	.149
Roll staples in shanks	.052
Pull innersole tacks by hand, 1 tack	.052
Pull innersole tacks by hand, 2 tacks	.065
Pull innersole tacks by hand, 3 tacks	.079
Pull innersole tacks by machine, 1 tack	.04
Pull innersole tacks by machine, 2 tacks	.052
Pull innersole tacks by machine, 3 tacks	.065
Pull 4 inner tacks and toe tacks by machine (1 operation)	.105
Tack shanks by hand, 1 or 2 tacks, separate	.079
Tack shanks by hand, 1 or 2 tacks and filler, (1 operation)	.122
Staple shank by machine	.07
Staple filler by machine	.026
Keystone shank	.052
Keystone shank and filler, 1 operation	.096
Tack fillers by hand, separate	.052
Tack fillers by machine	.026
Cement filler, hand, separate operation	.04
Hot roll filler (machine)	.079
Gouge shank (machine)	.061
Gouge shanks (hand)	.122
Mark shanks size for size, width for width	.087
Mark shanks standard	.065
Rough shanks (Bresnahan)	.14
Rough foreparts	.122
Rough shanks and foreparts USMC or Duplex	.236
Tack loose straps	.131
Tack soles (Compo)	.122
Extra staples under flap open shank	.026
Cement bottoms, machine, no filler, 1 coat	.14
Cement bottoms, machine, no filler, 2 coats	.21
Cement bottoms, machine, inc. filler, 1 coat	.166
Cement bottoms, machine, inc. filler, 2 coats	.236
Cement bottoms, hand, inc. filler, 1 coat	.22
Cement bottoms, hand, inc. filler, 2 coats	.262

Grade 2
Per 36 Pair

McKay and Compo Lasting (Cont'd):

Cement bottoms, hand, no filler, 1 coat	\$0.192
Cement bottoms, hand, no filler, 2 coats . . . . .	.236
Cement heel plugs . . . . .	.013
Conveyor (Bresnahan) . . . . .	.262
Turn back covers at tip . . . . .	.026
Put paper in shank at conveyor . . . . .	.026
USMC press . . . . .	.262
Applying solvent . . . . .	.079
Boning after USMC press . . . . .	.052
Sole laying Cubans . . . . .	.21
Sole laying Louis . . . . .	.236
Nailing toes . . . . .	.052
Slipping filler . . . . .	.04
Goodyear machine . . . . .	.236
Cement soles for Goodyear sole layer . . . . .	.07
Cement shoes for Goodyear sole layer . . . . .	.07
McKay Stitcher, Model S . . . . .	.315
McKay Stitcher, Model R & D . . . . .	.29
Model C Lockstitch, inc. cutting threads . . . . .	.446
Cement channels, inc. sizing out on shoe, hand . . . . .	.079
Cement channels, inc. sizing out on shoe, machine . . . . .	.061
Cement channels, not on shoe, by hand . . . . .	.065
Cement channels, not on shoe, by hand, inc. sizing out . . . . .	.087
White satin, suede, velvet, extra . . . . .	.017
Leveling, inc. pound toe . . . . .	.262
Thin edge no top form . . . . .	.394
Paper in shank, extra . . . . .	.026
Pinch counters . . . . .	.026
Pull back tack, 1 tack . . . . .	.026
Each additional tack at same time . . . . .	.00 1/4
Slash linings to pull lasts . . . . .	.026
Pull lasts, hand, inc. throwing away . . . . .	.087
Pull lasts, machine, inc. throwing away . . . . .	.052
Throw away last when bins are not near spindle or machine . . . . .	.026
When lasts are left on racks, no extra to apply for sizing out when pulling	
Cut strings . . . . .	.026
Unbuckle . . . . .	.026
Iron linings . . . . .	.105
Flame shoes on last, separate operation . . . . .	.087
Flame shoes on last, and iron one . . . . .	.114
Covering Compo shoes (tape) . . . . .	.262
Covering McKay shoes separate operation staple laster . . . . .	.21
Covering McKay shoes niggerhead operator . . . . .	.394
Covering McKay shoes hand paper cover inc. 9 tacks . . . . .	.236
Covering McKay shoes hand paper cover no toe . . . . .	.175
Clean Compo cement off in making room, separate operation . . . . .	.131

Sandals:

Lasting by hand . . . . .	.044
	per pair net

Machine:

Assembling, inc. chalk last . . . . .	.21
Pull over inc. centering . . . . .	.315
Staple side lasting . . . . .	.92
Pound down and roll staples . . . . .	.114
Bed laster (pull tack and trim) . . . . .	.079
Bed laster (inc. pulling 7 tacks, cementing under side pieces and wiping) . . . . .	.63

Grade 3
Per 36 Pair

McKay and Compo Lasting:

Put up work, inc. pick out lasts . . . . .	.087
Pick out lasts, separate operation . . . . .	.026

McKay and Compo Lasting (Cont'd):

Tack inners, machine:

1 tack	\$0.052
2 tacks . . . . .	.079
3 tacks . . . . .	.105
4 tacks . . . . .	.131

Tack inners, hand:

1 tack . . . . .	.07
2 tacks . . . . .	.096
3 tacks . . . . .	.122
4 tacks . . . . .	.149

Assemble, inc. paste by machine

Chalking lasts . . . . .	.262
Paper in heel . . . . .	.026
Pocket counters . . . . .	.026
Wiping paste off counter . . . . .	.026
R & L counters . . . . .	.026
Long counters00

Pasting inside of counter by hand

Combination lots026
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Hand Assembling

Hand Assembling525
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Pull over

Pull over262
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Put in toe box052
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Cement linings052
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(Tip or imit. tip)026
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(Centering—only 1 extra)026
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Increase052
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Chalk front of last026
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Pull over, hand, toes only, inc. put in box and back tack

Pull over, hand, toes only, inc. put in box and back tack57
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Hand last, inc. prong shank-filler and pull last

Hand last, inc. prong shank-filler and pull last	2.83
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Lay sole by hand

Lay sole by hand157
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Hand pulling, inc. hand assembling, put in box and tack back

Hand pulling, inc. hand assembling, put in box and tack back	1.094
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Pull lasts

Pull lasts087
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Dip counters, separate, by hand026
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Same extras as machine assembling and pulling over	
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Tack straps or pump sides

Tack straps or pump sides105
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Niggerhead all around, inc. spindling

Niggerhead all around, inc. spindling866
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Niggerhead no heel, inc. spindling

Niggerhead no heel, inc. spindling787
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Patent leather, calf, side leather, inc. imit. reptile, extra052
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Tack counters, separate, extra

Tack counters, separate, extra105
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Wetting sides, extra052
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Pull shank tack052
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Full vamp and tip079
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Heelseat lasting

Heelseat lasting105
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Pound or iron heelseats026
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Trip uppers, heel to heel

Trip uppers, heel to heel079
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Trim uppers, tip line to heel

Trim uppers, tip line to heel065
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Trim uppers, inc. around heel

Trim uppers, inc. around heel105
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Trim uppers, by hand

Trim uppers, by hand087
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Pound toes only after bed lasting

Pound toes only after bed lasting096
---	------

Pound toes and forepart after bed lasting

Pound toes and forepart after bed lasting114
---	------

Pound toes and heels, after bed lasting

Pound toes and heels, after bed lasting114
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Pound heelseat by hand, separate operation

Pound heelseat by hand, separate operation079
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Pound toe and heel after niggerhead

Pound toe and heel after niggerhead157
---	------

Pound toe only after niggerhead

Pound toe only after niggerhead131
---	------

Pound sides only after niggerhead

Pound sides only after niggerhead087
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Pound foreparts, extra

Pound foreparts, extra017
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Pound toe and heel after niggerhead hand pulling

Pound toe and heel after niggerhead hand pulling175
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Pound toe only after niggerhead hand pulling

Pound toe only after niggerhead hand pulling149
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Pull innersole tacks by hand:

Pull innersole tacks by hand:	
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1 tack052
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2 tacks065
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3 tacks079
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Pull innersole tacks by machine:

Pull innersole tacks by machine:	
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1 tack04
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2 tacks052
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3 tacks065
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McKay and Compo Lasting (Cont'd):

Tack shanks by hand, 1 or 2 tacks, separate	\$0.079
Tack shanks by hand, 1 or 2 tacks and filler, 1 operation	.122
Staple shank by machine	.07
Staple filler by machine	.026
Keystone shank	.052
Keystone shank and filler, 1 operation	.096
Tack fillers by hand, separate	.052
Tack fillers by machine	.026
Cement filler, hand, separate operation	.04
Gouge shanks (machine)	.061
Gouge shanks (hand)	.122
Mark shanks, size for size, width for width	.087
Mark shanks, standard	.065
Rough shanks (Bresnahan)	.14
Rough foreparts	.122
Rough shanks and foreparts USMC or Duplex	.236
Tack loose straps	.131
Tack soles (Compo)	.105
Extra staples under flap, open shank	.026
Cement bottoms, machine, no filler, 1 coat	.14
Cement bottoms, machine, no filler, 2 coats	.21
Cement bottoms, machine, inc. filler, 1 coat	.166
Cement bottoms, machine, inc. filler, 2 coats	.236
Cement bottoms, hand, inc. filler, 1 coat	.22
Cement bottoms, hand, inc. filler, 2 coats	.262
Cement bottoms, hand, no filler, 1 coat	.192
Cement bottoms, hand, no filler, 2 coats	.236
Cement heel plugs	.013
Conveyor (Bresnahan)	.236
Turn back covers at tip	.026
Put paper in shank at conveyor	.026
USMC press	.236
Applying solvent	.079
Boning after USMC press	.052
Sole laying Cubans	.184
Sole laying Louis	.21
Nailing toes	.052
Slipping filler	.04
McKay stitcher, Model S	.29
McKay stitcher, Model R & D	.262
Cement channels, inc. sizing out on shoe, hand	.079
Cement channels, inc. sizing out on shoe, machine	.061
Cement channels, not on shoe, by hand	.065
Cement channels, not on shoe, by hand, inc. sizing out	.087
White satin, suede, velvet, extra	.017
Leveling, inc. pound toe	.236
Thin edge, no top form	.367
Paper in shank, extra	.026
Pinch counters	.026
Pull back tack, 1 tack	.026
Each additional tack at same time	.001
Slash linings to pull lasts	.026
Pull lasts, hand, inc. throwing away	.087
Pull lasts, machine, inc. throwing away	.052
Throw away last when bins are not near spindle or machine	.026
When lasts are left on racks, no extra to apply for sizing out when pulling.	
Cut strings	.026
Unbuckle	.026
Iron linings	.079
Flame shoes on last, separate operation	.079
Flame shoes on last and iron one	.114
Covering McKay shoes niggerhead operator	.341
Covering McKay shoes hand paper cover, no toe	.14
Dress white wash	.105

Grade 3
Per 36 Pair

Sandals:

Machine:

Assembling, inc. chalk last	. . . . .	\$0.184
Pull over inc. centering	. . . . .	.29
Niggerhead lasting	. . . . .	.787

Grade 2
Per 36 Pair

Edgemaking:

Edgetrim all around inc. bevel panel and ripple	. . . . .	.394
Edgetrim foreparts only	. . . . .	.29
Wet between trimmings	. . . . .	.105
Wet before trimmings	. . . . .	.026
Knife back and make connections	. . . . .	.079
Satin	. . . . .	.00
Rubber sole, heel to heel	. . . . .	.052
Above prices include payment for a reasonable amount of boning and randing.		
If more than 18 pairs of each case require boning or randing, and it is so agreed by supervisor an extra of \$0.105 a case shall be paid.		
Edgesetting, 1 set, all around, inc. bevel panel and ripple	. . . . .	.394
1 set, forepart only	. . . . .	.29
2 set, forepart extra	. . . . .	.079
2 set, forepart and shank extra	. . . . .	.105
Satin extra	. . . . .	.00
Wax stain all around colored shoe	. . . . .	.052
Wax stain forepart only colored shoe	. . . . .	.035
Blackening shanks and not set, add to forepart price	. . . . .	.052
Setting shanks and not blacked, add to	. . . . .	.052
Setting $\frac{3}{4}$ covered shoes, colors	. . . . .	.026
Samples, 1 to 6 pair; double price.		
Samples, over 6 pair; price and one-half.		

Grade 3
Per 36 Pair

Edgemaking:

Edgetrim all around inc. bevel panel and ripple	. . . . .	.315
Edgetrim foreparts only	. . . . .	.21
Wet between trimmings	. . . . .	.105
Wet before trimmings	. . . . .	.026
Knife back and make connections	. . . . .	.079
Satin	. . . . .	.00
Rubber sole, heel to heel	. . . . .	.052
Rubber heels	. . . . .	.21
Above price include payment for a reasonable amount of boning and randing		
If more than 18 pairs of each case require boning or randing, and it is so agreed by supervisor an extra of .105 a case shall be paid.		
Edgesetting, 1 set, all around, inc. bevel panel and ripple	. . . . .	.315
1 set, forepart only	. . . . .	.21
2 set, forepart extra	. . . . .	.079
2 set, forepart and shank extra	. . . . .	.105
Satin, extra	. . . . .	.00
Wax stain all around colored shoe	. . . . .	.052
Wax stain forepart only colored shoe	. . . . .	.035
Rubber heels	. . . . .	.15
Blackening shanks and not set, add to forepart price	. . . . .	.052
Setting shanks and not blacked, add to	. . . . .	.052
Setting $\frac{3}{4}$ covered shoes colors	. . . . .	.026
Samples, 1 to 6 pair; double price.		
Samples, over 6 pair; price and one-half.		

Grade 2
Per 36 Pair

Woodheeling:

Continental— $\frac{1}{2}$ trimmed McKay or Compo on or off last	. . . . .	\$1.995
Louis heels, trimmed, McKay or Compo on or off last	. . . . .	1.76
Match design or color by wood heeler	. . . . .	.157
Rasp by machine	. . . . .	.052
When rasped by machine, deduct from woodheeler's price.		

Grade 2
Per 36 Pair*Woodheeling (Cont'd):*

Cuban or military inc. pound down seats	\$0.577
Pound up if requested by supervisor	.105
Joint if requested by supervisor	.079
½ Louis	.787
Sand breasts by hand	.105
Trim heels	.157
Cut covers at heelseat	.157
If supervisor requires flaps to be cemented more than once, extra	.079

Woodheel Nailing and Attaching:

Attach by screw machine	.21
Glue and clamp	.315
Remove screws (machine)	.052
Alpha machine, heels attached	.118
Alpha inc. gluing heels, not attached	.184
Alpha no gluing heels not attached	.157
Automatic machine, heels attached	.065
Automatic machine heels not attached	.105
Nail by hand	.315
A deduction of \$0.052 per case shall be made where Continental heels are full machine trimmed.	
Compo cutting on machine	.36
USMC cutting on machine	.36
Finishing up by hand Louis	1.102
Finishing up by hand Continental	1.35
Samples, 1 to 6 pair; double price.	
Samples, over 6 pair; price and one-half.	

Grade 3
Per 36 Pair*Woodheeling:*

Continental—½ trimmed McKay or Compo on or off last	1.69
Louis heels, trimmed, McKay or Compo on or off last	1.45
Rasping by hand	.05
Pound up Louis if requested by supervisor	.10
Louis heels fitted in stock room	1.094
Match design or color by wood heelers	.157
When rasped by machine, deduct from woodheeler's price.	
Cuban or military, inc. pound down seats	.525
Pound up if requested by supervisor	.105
Joint if requested by supervisor	.079
Rubber heel sandal nailed by hand, inc. sizing out, cementing heel and sole	.472
Sand breasts by hand	.105
Trim heels	.157
Cut covers at heelseat	.157
If supervisor requires flaps to be cemented more than once, extra	.079

Woodheel Nailing and Attaching:

Alpha machine, heels attached	.118
Alpha inc. gluing heels not attached	.184
Alpha no gluing heels not attached	.157
Alpha Cubans pressed on	.157
Automatic machine, heels attached	.065
Automatic machine, heels not attached	.105
Automatic machine, heels not attached, pressed on inc. size out	.12
Nail by hand	.315
A deduction of \$0.052 per case shall be made where Continental heels are full machine trimmed.	
Compo cutting on machine	.36
USMC cutting on machine	.36
Finishing up by hand Louis	.92
Samples, 1 to 6 pair; double price.	
Samples, over 6 pair; price and one-half.	

Leather Heeling:

Heel off last:

Single nail Cuban	\$0.262
Single nail Louis inc. glue	.29
Single nail base	.236
Single nail top decks	.262
Single nail rubbers	.262
Single nail rubbers, new attach	.262
Single nail Spanish	.315
Single nail orthopedic	.026
On last extra	.026
Fibre fastener or loose nail	.096
Pricking heels	.096

Hand nail rubbers:

1 nail	.236
2 nails	.276
3 nails	.315
Each nail over three	.052
Cementing	.052

Slugging off last:

3 nails	.079
4 to 7 nails	.092
Over 7 nails	.105
On last extra	.026

Shaving heels:

Cuban 10/8 and under	.236
Cuban 11/8-12/8	.29
Cuban 12/8-16/8	.315
Cuban 16/8-19/8, 1 operation	.38
Cuban 16/8-19/8, 2 operations	.472
Cuban 19/8-21/8, 1 operation	.472
Louis	.38
Aluminum plate Louis	.039
Aluminum plate Cuban	.026

Breasting off last:

Straight heels	.105
No. 2 knife, extra	.052
No. 3 knife, extra	.026
No. 4 knife, extra	.026
White ivory	.052
Orthopedic	.29
Aluminum plate Cuban	.114
On last, extra	.026
Louis heels USMC or Hamel	.157
Louis Rotary	.262
Louis white ivory, extra	.105
Louis aluminum plate	.175
Louis when scallop is done in conjunction	.026
Put on dye, per coat, hand	.079
Spray Unilac	.21
White Unilac	.254

Breast scouring:

Cuban, 1 paper	.063
Cuban, 1 paper, aluminum plate	.07
Cuban, 2 papers	.084
Cuban, 2 papers, aluminum plate	.092
Cuban, Freeman machine	.105
Cuban, in conjunction with heel scouring	.026
Louis, 1 paper	.147
Louis, 1 paper, aluminum plate	.157
Louis, 2 paper	.262
Louis, white ivory extra	.039
Staining breast of heel	.157

Heel scouring:

Cuban, 1 paper, up to 16½	.152
Cuban, 1 paper, 17½ up	.157
Cuban, 2 papers, up to 16½	.252

Grade 3
Per 36 Pair*Leather Heeling (Cont'd):*

Heel scouring (Cont'd):

Cuban, 2 papers, 17½ up	\$0.315
Louis, 1 paper	.184
Louis, 2 papers	.315
Spanish, 1 paper	.157
Spanish, 2 papers	.289
Aluminum plate	.026
White ivory, 1 paper	.079
White ivory, 2 papers	.131
Applying scoureen after rough scouring	.079
Lining up	.079
Heel burnishing, inc. blacking:	
Cubans	.262
Louis	.394
Spanish	.315
Contrast stain, extra	.035
Hand nailing, 3 nails, after attached by woodheel nailer	.472
Unilac by hand, 1st coat	.118
Unilac by hand, 2nd coat	.144
Contrasting colors, each operation	.013
Burnish Unilac heels	.197
Contrasting colors, extra	.026
Slicking heels	.118

Grade 2
Per 36 Pair*Finishing:*

Relast—regular	\$.118
Relast down ½ size	.105
Wet linings before relasting	.052
Flexing by relaster	.026
Buff shank before stockfitting	.079
Buff soles all over before stockfitting	.105
Buff foreparts	.15
Buff foreparts and tops	.175
Buff all over, no top, with attachment	.192
Buff all over and top, with attachment	.22
Buff breasts by machine	.079
Buff breasts grain on, extra	.013
Buff breasts 2 cones	.118
Buff tops separate	.04
Buff shanks—sole on shoe—Cubans	.114
Buff shanks—sole on shoe—Louis inc. flaps	.14
Buff Cuban all over—sole on shoe	.21
Naumkeaging all over	.131
Naumkeaging all over, thin edge all around	.157
Shanks only buffed	.105
Shanks only grain on	.131
Use shield both sides	.052
Remove excessive edge stain—line up	.052
Extra pad	.04
When soles are buffed all over in stock room, extra	.15
Brush dust separate operations	.052
Fill holes in bottoms	.061
Paint bottoms inc. breast and toplift	.184
Paint bottoms inc. breast no toplift	.157
Paint forepart	.092
Toplifts done alone	.04
Wax and polish bottoms	.184
Wax and polish foreparts	.092
Bleach bottoms	.105
Bleach foreparts	.07
Blackening bottoms inc. toplifts and breasts	.157
Blackening shanks inc. toplifts and breasts	.157
Blackening toplifts separate	.04

Grade 2
Per 36 Pair

Finishing (Cont'd):

Roll and polish black bottoms inc. breasts and tops	\$0.236
Toplifts separate	.04
Gumming bottoms to be rolled	.201
Roll, wax and polish light bottoms, 1 brush	.236
Wax and polish light bottoms, 2 brushes	.262
Natural finish:	
Stain and brush bottoms inc. toplifts, 1 coat	.184
Stain and brush foreparts	.131
Stain and brush bottoms inc. top, 2nd coat	.122
Stain and brush and bring both operations up to finish, 2 coats	.35
Cutting across ball	.079
Wheeling across ball straight or curve	.052
Wheeling reverse wheel	.079
Wheeling single wheel cold	.131
Wheeling double wheel cold	.236
Put burnishall on breast of heels, 1 coat	.157
Pull relasts and throw away	.052
Remove screws	.052
Dot, 1 dot	.026
Dot, 2 dots	.052
Stain sides Louis heel	.026
Cut cottage shank	.087
Wheel cottage shank	.079
Paint forepart	.092
Wax and polish forepart	.092
Samples, 1 to 6 pair; double price.	
Samples, over 6 pair; price and one-half.	

Grade 3
Per 36 Pair

Finishing:

Buff shank before stockfitting	.079
Buff soles all over before stockfitting	.105
Buff foreparts	.114
Buff foreparts and tops	.14
Buff all over no top with attachment	.184
Buff all over and top with attachment	.21
Buff breasts by machine	.065
Buff breasts grain on, extra	.013
Buff breasts 2 cones	.087
Buff tops separate	.04
Buff shanks—sole on shoe—Cubans	.114
Buff Cuban all over—sole on shoe	.21
Naumkeaging all over	.197
Naumkeaging all over, thin edge all around	.197
Shanks only buffed	.17
Shanks only grain on	.197
Use shield both sides	.00
Remove excessive edge stain—line up	.00
Extra pad	.04
When soles are buffed all over in stock room, extra	.15
Brush dust separate operations	.052
Fill holes in bottoms	.044
Paint bottoms inc. breast and toplift	.157
Paint bottoms inc. breast no toplift	.131
Toplifts done alone	.04
Wax and polish bottoms	.157
Blacking bottoms inc. toplifts and breasts	.131
Blacking shanks inc. toplifts and breasts	.131
Blacking toplifts separate	.04
Roll and polish black bottom inc. breasts and tops	.21
Toplifts separate	.04
Wheeling across ball straight or curve	.052
Webster cleaning shank brush	.105
Samples, 1 to 6 pair; double price.	
Samples, over 6 pair; price and one-half.	

*Packing:**Treeing:*

Patent leather, iron and clean	\$1.34
Calf, black, iron and clean . . . . .	.892
Calf, colored, iron and clean . . . . .	.971
Calf, white, iron and clean, covered . . . . .	.71
Calf, white, iron and clean, not covered . . . . .	.971
Kid, black and dark colors, iron and clean . . . . .	.945
Kid, light, iron and clean	1.024
Kid, white, iron and clean, covered . . . . .	.84
Kid, white, iron and clean, not covered	1.076
Suede, buck or nubuck, black, colored or white inc. powder, covered . . . . .	.945
Suede, buck or nubuck, black, colored or white, inc. powder, not covered	1.26
Reptiles, clean only . . . . .	.647
Reptiles, iron and clean . . . . .	.971
Satin and faille, black and dark colors, clean, covered . . . . .	.472
Satin and faille, black and dark colors, clean, not covered . . . . .	.63
White and light colors, clean, covered . . . . .	.866
White and light colors, clean, not covered	1.024
Silver and gold kid, iron and clean	1.181
Velvet, covered, clean . . . . .	.551
Velvet, not covered, clean . . . . .	.71
Mandruka, clean . . . . .	.814
Mandruka, clean and iron	1.207
Treebark (same extras as cloth shoes)	1.102
White and colored linen and similar materials, covered . . . . .	.682
White and colored linen and similar materials, not covered . . . . .	.105
White pigskin, clean . . . . .	.612
White pigskin, clean and iron . . . . .	.92
Leather shoes, iron only, $\frac{1}{2}$ of ironing and cleaning price.	
Leather shoes, cleaned only, $\frac{2}{3}$ of ironing and cleaning price.	
When vamp is of one base leather and quarter of another, one-half of each base shall apply when done in one handling.	
Vamps only or quarters only to be ironed and cleaned or cleaned if other part of shoe is not done by treer, $\frac{2}{3}$ of the base price for cleaning or ironing and cleaning whole shoe.	

Extras:

Kid, calf, or patent leather trimmings complete ironed and cleaned on suede or buck shoes on vamps . . . . .	.105
Quarters . . . . .	.105
Cleaned only, $\frac{2}{3}$ of iron and clean price.	
Iron between strippings on vamps . . . . .	.105
Iron between strippings on quarters . . . . .	.105
Clean only, $\frac{2}{3}$ of iron and clean price.	
Black or colored leather trimmings on white shoes, iron and clean, vamps . . . . .	.105
Quarters . . . . .	.105
White trimmings on black or colored leather shoes, iron and clean, vamps . . . . .	.105
Quarters . . . . .	.105
Clean only, $\frac{2}{3}$ of iron and clean price.	
Cleaning suede trimmings complete on shoes of other materials	
Vamps . . . . .	.157
Quarters . . . . .	.157
Ironing shoes through paper on request of supervisor . . . . .	.157
Cutting covers by treers whole cloth cover . . . . .	.315
Cutting covers by treers whole paper cover . . . . .	.262
Cutting covers by treers $\frac{3}{4}$ cloth cover . . . . .	.29
Cutting covers by treers $\frac{3}{4}$ paper cover . . . . .	.236
Dope, dress or apply polish, 1st coat, by treer . . . . .	.184
Dope, dress or apply polish, 2nd coat, by treer . . . . .	.157
Trimmings, 1st coat . . . . .	.157
Trimmings, 2nd coat . . . . .	.131
Vamps or quarters, 1st coat . . . . .	.157
Vamps or quarters, 2nd coat . . . . .	.131
Apply dope with brush, 1 coat . . . . .	.262
Ragging shoes or trimmings on tree foot by treer after polish has been applied separate handling . . . . .	.21

Grade 2
Per 36 Pair

Packing (Cont'd):

Extras:

Ragging shoes when requested by supervisor after ironing and cleaning	\$0.079
Gasoline and oil to be considered as cleaner on fabric shoes and not a dressing.	
Compo shoes when compo cement has been cleaned off in making room, deduct	.157
McKay shoes, if Webster cleaned or otherwise cleaned in making room, deduct	.157
Ragging up after apply polish when not required to put on tree	.131
Ragging up on power brush	.079

Grade 2
Per 36 Pair

Packing:

Dress, dope or apply polish on bench, whole shoe or trimmings	
1st coat	\$0.131
2nd coat	.131
Vamps or quarters	.105
Doping heels	.131
Line in sock linings	.118
Heel pads	.026
Rubber heel pads	.079
Open heel shoe	.184
Cement flaps on open shanks	.105
Cement flaps extra flap	.087
Combination lots	.013
Cut outs by hand	.175 per 100
Cut outs by machine	.11 per 100
Slits on stripping sandals to sole lining	.292 per 100
Cleaning suede shoes on bench	.787
Iron linings	.105
Wet linings	.026
Singeing	.052
Singeing suede or ooze	.061
Sticking shoes	.052
Cleaning linings	.052
Stamp bottoms foot power	.044
Stapling bows	.105
Stapling R & L bows foot power machine	.175
Lace, regular lace and tuck in	.065
Lace, regular lace 1 hole tie and tuck in	.079
Lace, regular lace 1 hole and tie bow	.092
Each additional hole laced	.01
Ribbon lace, 1 hole and tuck in	.079
Ribbon lace, 1 hole and tie bow and trim	.131
Ribbon lace, 1 hole tie, tuck in, no bow	.105
Each additional hole laced	.02
Acorn tip, 1 eye inc. tie bow	.157
Acorn tip, 2 eye inc. tie bow	.175
Buckle 1 strap	.079
Buckle 1 strap, narrow buckle, wide end	.105
Buckle 1 strap, and put through Sally	.105
Slip buckle through but not buckle	.052
Shaping machine	.052
Punch strap	.044
Booth trim all shoes	.105
Booth trim with loose strap	.14
Brush heels	.052
Brush bottoms	.079
Trim gore all around	.079
Leave reinforcement in	.131
Embossing sock linings	.055
Two stamps without changing stamp	.078
When stamp is changed; double price.	
Samples, 1 to 6 pair; double price.	
Samples, over 6 pair; price and one-half.	

*Packing:**Treeing:*

Patent leather, iron and clean	\$1.094
Calf, black, iron and clean	.814
Calf, colored iron and clean	.892
Calf, white, iron and clean, covered	.63
Calf, white, iron and clean, not covered	.787
Kid, black and dark colors, iron and clean	.814
Kid, light, iron and clean	.892
Kid, white, iron and clean, covered	.761
Kid, white, iron and clean, not covered	.997
Suede, buck or nubuck, black, colored or white inc. powder, covered	.866
Suede, buck or nubuck, black, colored or white inc. powder, not covered	1.094
Reptiles, clean only	.595
Reptiles, iron and clean	.892
Satin and faille, black and dark colors, clean, covered	.42
Not covered	.577
White and light colors, clean, covered	.71
Not covered	.866
Silver and gold kid, iron and clean	1.181
Velvet, covered, clean	.472
Velvet, not covered, clean	.63
Mandruka, clean	.735
Mandruka, clean and iron	1.13
Treebark (same extras as cloth shoes)	.245
White and colored linen and similar materials:	
Covered	.577
Not covered	.866
White pigskin, clean	.49
White pigskin, clean and iron	.735
Elk rubber sole sport Oxford, clean and dress	.656
Leather shoes, iron only, $\frac{1}{2}$ of ironing and cleaning price	
Leather shoes, cleaned only, $\frac{2}{3}$ of ironing and cleaning price.	
When vamp is of one base leather and quarter of another, one-half of each base shall apply when done in one handling.	
Vamps only or quarters only to be ironed and cleaned or cleaned if other part of shoe is not done by treer, $\frac{2}{3}$ of the base price for cleaning or ironing and cleaning whole shoe.	
Dress, dope or apply polish on bench, whole shoe or trimming:	
1st coat	.131
2nd coat	.131
Vamps or quarters	.105
Doping heels	.131
Line in sock linings	.118
Heel pads	.026
Rubber heel pads	.079
Open heel shoe	.184
Cement flaps on open shanks	.087
Cement flaps extra flap	.07
Cleaning suede shoes on bench	.547
Iron linings	.079
Singeing	.052
Singeing, suede or ooze	.061
Sticking shoes	.052
Cleaning linings	.052
Stamp bottoms foot power	.044
Stapling bows	.105
Stapling R & L bows foot power machine	.175
Lace, regular lace and tuck in	.065
Lace, regular lace 1 hole tie and tuck in	.079
Lace, regular lace 1 hole and tie bow	.092
Each additional hole laced	.01
Ribbon lace, 1 hole and tuck in	.079
Ribbon lace, 1 hole and tie bow and trim	.131
Ribbon lace, 1 hole tie, tuck in, no bow	.105
Each additional hole laced	.02

Grade 3
Per 36 Pair

Packing (Cont'd):

Treeing:

Acorn tip, 1 eye inc. tie bow	\$0.157
Acorn tip, 2 eye inc. tie bow	.175
Buckle, 1 strap	.079
Buckle, 1 strap, narrow buckle, wide end	.105
Buckle, 1 strap, and put through Sally	.105
Slip buckle through but not buckle	.052
Shaping machine	.052
Punch strap	.044
Booth trim all shoes	.105
Booth trim with loose strap	.14
Brush heels	.052
Brush bottoms	.079
Trim gore all around	.079
Leave reinforcement in	.131
Samples, 1 to 6 pairs; double price.	
Samples, over 6 pair; price and one-half.	
Cut-outs, by hand	.175 per 100
Cut-outs by machine	.11 per 100
Slits on stripping sandals to sole lining	.292 per 100

Extras:

Kid, calf or patent leather trimmings complete, ironed and cleaned on suede or buck shoes on vamps	.079
Quarters	.079
Cleaned only, $\frac{2}{3}$ of iron and clean price.	
Iron between stripping on vamps	.079
Quarters	.079
Clean only, $\frac{2}{3}$ of iron and clean price.	
Black or colored leather trimmings on white shoes, iron and clean:	
Vamps	.079
Quarters	.079
White trimmings on black or colored leather shoes, iron and clean:	
Vamps	.079
Quarters	.079
Clean only, $\frac{2}{3}$ of iron and clean price.	
Cleaning suede trimmings complete on shoes of other materials:	
Vamps	.131
Quarters	.131
Ironing shoes through paper on request of supervisor	.157
Cutting covers by treers, whole cloth cover	.315
Cutting covers by treers, whole paper cover	.262
Cutting covers by treers, $\frac{3}{4}$ cloth cover	.29
Cutting covers by treers, $\frac{3}{4}$ paper cover	.236
Dope, dress or apply polish, 1st coat, by treer	.184
Dope, dress or apply polish, 2nd coat by treer	.157
Trimmings, 1st coat	.157
Trimmings, 2nd coat	.131
Vamps or quarters, 1st coat	.157
Vamps or quarters, 2nd coat	.131
Apply dope with brush, 1 coat	.262
Ragging shoes or trimmings on tree foot by treer after polish has been applied, separate handling	.184
Ragging shoes when requested by supervisor after ironing and cleaning	.079
Gasoline and oil to be considered as cleaner on fabric shoes and not a dressing	
Compo shoes when compo cement has been cleaned off in making room, deduct	.157
McKay shoes, if Webster cleaned or otherwise cleaned in making room, deduct	.157
Ragging up after apply polish when not required to put on tree	.11
Ragging up on power brush	.079

*Hour Rates:**Cutting Room:*

Outsides: Leather, hand	\$0.787
Fabric, hand	.787
Machine	.787
Trimmings	.525
Cloth	.744
Block fancy (whole stock outside trim quarter linings and sock linings):	.525
Block all other kinds, price as per agreement between firm and union.	
Block cutting outsides, whole shoes	.787

Stitching Room:

Barring	.35
Bench work	.33
Buttonhole making	.394
Button sewing	.35
Buckle sewing	.35
Cementing, hand or machine	.33
Closing	.394
Closing on	.481
Cording	.44
Ensign lacing	.35
Eureka marking	.33
Eyeletting	.394
Fancy stitching	.59
Folding	.481
French cord stitching	.525
French cord turning, hand or machine	.394
Knight cut-out machine operating	.35
Imitating French cord stitching	.525
Lining making	.394
Perforating	.481
Pressing hand or machine	.481
Rubber backing machine operating	.33
Rubbing down machine operating	.33
Sample stitching, as agreed between firm and operative, but not less than	.481
Skiving	.551
Stamping	.35
Staying	.394
Taping	.33
Toeing up	.394
Topstitching	.59
Vamping	.59

McKay Lasting Room:

Pick lasts	.35
Putting up work	.35
Tack innersoles, hand or machine	.35
Assemble	.656
Pull over, hand or machine	.70
Niggerhead, all around	.744
Side last	.744
Bed machine	.70
Pounding	.525
Lay soles or conveyor	.70
Tack filler or shank	.35
Cement bottom or sole	.35
Cement channels before sole laid	.35
Cement channels after sole laid	.35
Roughing	.525
Cover shoes	.525
Level	.61
McKay sewing	.70
Relast	.481
Cobble, as agreed between operative and firm, but not less than	.525
Flex soles	.35
Sewing rapid stitch	.744
Pull lasts	.481
Iron linings	.35
Treating outersoles	.394

Basic Hour Rates

Hour Rates:

Stockfitting:

All around stockfitter	\$0.656
Sort and grade . . . . .	.57
Case up . . . . .	.35
Wet up . . . . .	.525
Roll . . . . .	.525
Skive and lay tap . . . . .	.525
Round . . . . .	.61
Channel . . . . .	.656
Shank out, feather edge . . . . .	.57
Mould, remould . . . . .	.57
Turn channel . . . . .	.656
Die out innersole . . . . .	.57
Mould innersole . . . . .	.57
Shank out innersole . . . . .	.44
Glue . . . . .	.35

Finishing Room:

Nail heel . . . . .	.70
Shave heel . . . . .	.744
Scour heel . . . . .	.61
Scour breast . . . . .	.59
Breast . . . . .	.61
Burnish . . . . .	.61
Slug . . . . .	.59
Loose nail . . . . .	.481
Edgetrim . . . . .	.787
Edgeset . . . . .	.787
Pull off . . . . .	.481
Relast . . . . .	.481
Buff . . . . .	.57
Naumkeag . . . . .	.57
All around finisher . . . . .	.57
Paint bottom . . . . .	.394
Bleach bottom . . . . .	.394
Brush bottom . . . . .	.57
Stain bottom . . . . .	.57
Wax bottom . . . . .	.57
Roll bottom . . . . .	.57
Wheel bottom . . . . .	.57
Webster clean . . . . .	.44

Woodheeling:

Woodheeling744
Woodheel nailing . . . . .	.481

Packing Room:

All around packing room girl . . . . .	.44
Box man or boy . . . . .	.394
Stamp bottoms . . . . .	.394
Brush bottoms . . . . .	.394
Mend with needle . . . . .	.44
Pack . . . . .	.394
Inspect for packing . . . . .	.394
Cobble . . . . .	.44
Form samples . . . . .	.44
Inspect patent leather . . . . .	.416
Repair tan calf . . . . .	.416
Repair patent leather . . . . .	.416
Clean . . . . .	.35
Dress . . . . .	.35
Label boxes . . . . .	.35
Line in . . . . .	.35
Stain edges . . . . .	.35
Stamp box, hand or machine . . . . .	.35
Trim on Booth machine . . . . .	.394
Cut-out machine . . . . .	.394

*Hour Rates:**Packing Room (Cont'd):*

Button machine	\$0.35
Tree . . . . .	.59
Cut covers on bench . . . . .	.44
Cut-out cutting on bench, women . . . . .	.35
Men . . . . .	.44
Lace and trim . . . . .	.35
Stick shoes . . . . .	.35
Shaping machine . . . . .	.394
Iron linings . . . . .	.394
Singeing . . . . .	.35

Outsides—Leather Extras:

Patent leather side leather, sheep—base.

Leather extras inc. facing if required.

*Black kid:*Pumps, split, $\frac{3}{4}$ seamless and full Regent quarters 1.00*Other patterns:*

2 pieces to pair50

4 pieces to pair67

6 pieces to pair or over 1.00

*Suede calf:*Pumps, split, $\frac{3}{4}$ seamless and full Regent quarters75*Other patterns:*

2 pieces to pair37½

4 pieces to pair50

6 pieces to pair or over75

*Suede kid or suede cab:*Pumps, split, $\frac{3}{4}$ seamless and full Regent quarters50*Other patterns:*

2 pieces to pair25

4 pieces to pair335

6 pieces to pair or over50

*Black Cabretta:*Pumps, split, $\frac{3}{4}$ seamless and full Regent quarters50*Other patterns:*

2 pieces to pair25

4 pieces to pair335

6 pieces to pair or over50

*Black calf:*Pumps, split, $\frac{3}{4}$ seamless and full Regent quarters25*Other patterns:*

2 pieces to pair125

4 pieces to pair17

6 pieces to pair, or over25

*Nubuck:*Pumps, split, $\frac{3}{4}$ seamless and full Regent quarters50*Other patterns:*

2 pieces to pair25

4 pieces to pair335

6 pieces to pair, or over50

*Genuine buck:*Pumps, split, $\frac{3}{4}$ seamless and full Regent quarters 1.00*Other patterns:*

2 pieces to pair50

4 pieces to pair67

6 pieces to pair, or over 1.00

Combination leathers:

In no instance shall the leather extras to be paid, exceed the amount which is paid for six pieces of the highest leather used in the shoe.

Heel covers, leather extra included.

*Colors when cut as color on request of supervisor:*Pumps, split, $\frac{3}{4}$ seamless and full Regent quarters335*Other patterns:*

2 pieces to pair17

4 pieces to pair25

6 pieces to pair or over335

Basic Hour Rate

Outsides—Leather Extras (Cont'd):

Snake and lizard over base, whole shoe	\$2.00
Snake and lizard trimmings only	.50
Pieces or tearoffs (vamps or quarters)	.50
Pieces or tearoffs, small patterns	.25
Combination jobs:	
2 or more style black low cuts on worker only	.335
2 or more style colored low cuts on whole job	.335
Small skins 50% of skins 3 feet or under on whole shoes only	.42
Facing shoes	.00
Backed leather	.00
Broken stock	.00
Prick holes:	
2 to pair	.125
4 to pair	.25
6 to pair	.375
8 to pair	.50
10 to pair	.625
12 to pair	.75
Matchmark and match design:	
2 to pair	.25
4 to pair	.50
6 to pair	.75
8 to pair	1.00
10 to pair	1.25
12 to pair	1.50
Zinc patterns:	
2 pieces to pair	.17
4 pieces to pair	.335
Fabric inc. fleeced back:	
2 thick—60% of leather	
4 thick—40% of leather	
Combination tags:	
2 widths	.335
3 widths	.50
4 widths	.67
5 widths	.835
Machine cutting—60% of base for hand cutting.	
Full extras to apply.	
Samples, 1 to 6 pair; double price.	
Samples, over 6 pair; price and one-half.	

Grade 2
Per 100 Pair*Outsides:*

A Seamless vamp	\$2.75
B $\frac{3}{4}$ seamless vamp	3.25
C Circular vamp	1.92
Formations:	
No. 1 4 cut quarter	1.46
2 eyelet tie	1.90
3 gore pump	1.90
4 ssco. 1 strap	1.90
5 reg. cut off 1 strap	2.05
6 4 cut with proj.	1.75
7 Theo tie	1.90
8 Regent pump	2.05
9 $\frac{3}{4}$ Regent pump	2.26
10 Whole Regent pump	2.26
11 Oxford	1.97
12 Blucher Oxford	1.97
13 Side seam 1 strap	2.34
14 Regent 1 strap	2.49
15 Circular fox	1.30
16 4 cut fox	1.45
17 Tip	.67
18 Pointed tip	.75
19 Wing tip	1.00

Grade 2
Per 100 Pair*Outsides (Cont'd):*

20 Low Oxford	\$1.83
21 Low co 1 strap	1.75
Heel covers	.75
Circular vamp collar	1.08
Throat vamp collar	.835
Straight vamp saddle	1.08
Pump collar, split center	1.335
Pump collar, $\frac{3}{4}$ or whole	1.585
Oxford top collar	1.08
Top and lace collar	1.335
Side saddles 4 to pair	1.31
Separate straps, 2 to pair	.67
4 to pair, R & L	1.53
Extended curve	.17
Oxford tongue or detached strap	.50
Eyelet stay	1.00
Shank piece	1.00

Grade 3
Per 100 Pair*Outsides:*

A Seamless vamp	\$2.50
B $\frac{3}{4}$ seamless vamp	3.00
C Circular	1.67

Formations:

No. 1 4 cut quarter	1.21
2 Eyelet tie	1.65
3 Gore pump	1.65
4 ssco 1 strap	1.65
5 Reg. cut off 1 strap	1.80
6 4 cut with proj.	1.50
7 Theo tie	1.65
8 Regent pump	1.80
9 $\frac{3}{4}$ Regent pump	2.01
10 Whole Regent pump	2.01
11 Oxford	1.72
12 Blucher Oxford	1.72
13 Side seam 1 strap	2.09
14 Regent 1 strap	2.24
15 Circular fox	1.05
16 4 cut fox	1.20
17 Tip	.67
18 Pointed tip	.75
19 Wing tip	1.00
20 Low Oxford	1.58
21 Low co 1 strap	1.50
Heel covers	.67
Circular vamp collars	.92
Throat vamp collar	.75
Straight vamp saddle	.92
Pump collar, split center	1.17
Pump collar, $\frac{3}{4}$ or whole	1.42
Oxford top collar	.92
Top and lace collar	1.17
Side saddles 4 to pair	1.16
Separate straps, 2 to pair	.585
4 to pair, R & L	1.39
Extended curve	.17
Oxford tongue or detached strap	.50
Eyelet stays	1.00
Shank piece	1.00

Outsides—Figuring Extras:

Split vamp, 1 pattern	.50
2 patterns	.75
Extra strap, inc. long and short	.50

Grade 3
Per 100 Pair

Outsides—Figuring Extras (Cont'd):

Sally strap, up to 1 inch	\$0.25
To wing	.50
Over wing	.75
Straps over 6¼ inch comb. length, per inch	.17
Narrow condition over 1½ inch long 5/16 inch or under	.17
Square throats vamps, square corner	.17
Notch:	
2 to pair	.085
4 to pair	.17
2 to pair	.125
4 to pair	.25
2 to pair	.17
4 to pair	.335
2 to pair	.25
4 to pair	.50
Slots:	
2 to pair	.125
4 to pair	.25
Ex. cuts:	
2 to pair	.085
4 to pair	.17
Inside stops:	
2 to pair	.04
4 to pair	.085
Ex. throat	.25
R & L cond. on quarters	.17
Curve cut over semi-circle, 4 to pair	.17
Irreg. cut 6/16 above straight line:	
2 to pair	.085
4 to pair	.17
Foxed quarter, same price as whole quarter.	
Round, diamond or pointed straps, base.	
Strap measurement to be taken from top line.	

Trimming Cutting:

Formations:	
51 4 cut	0.875
52 5 cut with proj.	1.125
53 Oxford	1.17
54 Pump	1.17
55 Eyelet tie	1.17
56 Oxford	1.17
57 Regent extra cut	1.28
58 Regent co 1 strap	1.50
59 Regent co 1 strap, R & L	1.875
60 ½ Regent co 1 strap	1.25
61 ½ Regent co 1 strap, R & L	1.625
62 Side seam 1 strap	1.25
63 Side seam 1 strap R & L	1.625
64 Straight seam 1 strap	1.12
65 Straight seam 1 strap, R & L	1.50
Vamp L Seamless	1.50
M half seamless	1.67
N ¾ seamless	1.75
P circular	1.04
Sally vamp up to an inch	.125
Sally vamp to wing	.25
Sally vamp over wing	.375
Tip lining	.335
Vamp collar lining	.67
Strap or tongue lining	.42
Inside stops:	
2 to pair	.04
4 to pair	.085

Grade 3
Per 100 Pair

Trimming Cutting (Cont'd):

Slots, notches and extra cuts:

2 to pair	\$0.06
4 to pair . . . . .	.125
R & L pattern . . . . .	.125
Sock lining, skiver . . . . .	.42
Sheep . . . . .	.50
Cut with quarters . . . . .	.00
Imit. 4 thick . . . . .	.29
Imit. 2 thick . . . . .	.355
Kid whole job over sheep . . . . .	.125
Kid quarters over sheep . . . . .	.085
Kid socks over sheep . . . . .	.04
Colors cut as colors on request of supervisor . . . . .	.04
White chrome or alum . . . . .	.085
Cabretta . . . . .	.085
Calfstead, 4 thick, 40% sheep	
2 thick, 60% sheep	
Tearoffs and pieces . . . . .	.25
Prick holes:	
2 to pair . . . . .	.06
4 to pair . . . . .	.125
6 to pair . . . . .	.19
8 to pair . . . . .	.25
Combination tag, 2 widths . . . . .	.17
3 widths . . . . .	.25
4 widths . . . . .	.335
5 widths . . . . .	.42

Cloth Cutting:

Linings:

Circular vamps . . . . .	.20
Side seam vamp . . . . .	.23
Blucher vamp . . . . .	.23
Seamless vamp . . . . .	.28
Tip lining . . . . .	.16

Fleece doublers:

Circular vamps . . . . .	.16
Side seam vamp . . . . .	.19
Seamless vamp . . . . .	.28
Seamless no throat . . . . .	.23
$\frac{3}{4}$ or $\frac{1}{2}$ seamless . . . . .	.31
Tip doubler . . . . .	.115
Tufstay or tufstick over fleece . . . . .	.085
Rubber or plumper over fleece . . . . .	.04

Extra cuts on vamp lining:

2 to pair . . . . .	.015
4 to pair . . . . .	.03

Quarter doublers:

4 cut . . . . .	.20
5 cut . . . . .	.23
6 cut . . . . .	.26
7 cut . . . . .	.29
8 cut . . . . .	.32
9 cut . . . . .	.35

R & L patterns

.04

Seamless shoe cover28

Fleece twill or drill085

Put up in half sizes04

Cloth that has to be cut 4 thick by order of supervisor, add 40%.

Prick holes in circular vamp, each hole04

Combination tags:

2 widths . . . . .	.115
3 widths . . . . .	.17
4 widths . . . . .	.23
5 widths . . . . .	.28

Grade 3
Per 100 Pair

Block Cutting:

Quarter Linings:

Oxford	\$0.53
Oxford calfsted	.28
Strap	.53
Strap calfsted	.28
Pump	.50
Pump calfsted	.28
Other patterns, calfsted, 25% of leather base price.	
Other patterns, leather 45% of leather base price.	
Sock lining, leather	.28
Imitation	.145
Heel pieces, calfsted	.085
Tufstay, 2 to pair	.06
4 to pair	.085
Outsides, 1/3 of outside base price.	

Stitching:

2nd Grade

Deduct from 1st grade list as follows:

Topstitching—French cord stitching—French cord turning—Hand and Machine—Skiving—Vamping—Fancy Stitching	10%
Closing—Staying—Make Linings—Hand and Machine Pressing—Perforating—Bench Work	5%

3rd Grade

Deduct from 1st grade list as follows:

Topstitching—French cord stitching—French cord turning—Hand Machine—Skiving—Vamping—Fancy Stitching	20%
Closing—Staying—Make Linings—Hand and Machine Pressing—Perforating—Bench Work	10%
Button Sewing—Barring—Buttonholes—Rubbing Down—Bucking—Buckle Sewing—Dieing Out—Eureka Marking—Edwards Marking—Eye-letting—Ensign Lacing—Cementing—Snipping—Taping	0%

Deduct from 2nd grade list as follows:

Imitation French Cord Stitching	10%
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Samples—1 to 6 pair; double price.

Over 6 pair; price and one-half.

Grade 1
Per 12 Pair

Lining Making:

Closing all seams 2 inches or under	.026
Closing all seams lap seam	.032
Closing or lap strap	.026
Vamping lining whole	.061
Vamping lining 2 pieced	.079
Vamping lining straight or curved side (lap)	.07
Vamping toggles	.061
Stitch neverslip No. 1	.087
Stitch neverslip No. 2	.096
Stitch neverslip No. 3	.064
Stitch neverslip No. 4	.096
Stitch neverslip No. 5	.09
Cut out windows	.07
Patch windows	.079
Labels 4 sides 1 to pair	.065
Labels 3 sides 1 to pair	.061
Labels 2 sides 1 to pair	.057

Extras:

Holding vamp doubler 2 pieces to pair	.02
Creasing vamps	.006
Curve straps	
Right and left 2 to pair	.01
Toe up and stitch in tongue	.061
Toe up no tongue	.044
Side up blucher	.092

All Grades
Per 12 Pair*Rubbing Down:*

Oxford quarters (leather)	\$0.013
Pumps leather	.022
Pumps fabric	.026
Oxford quarters fabric	.017
Oxford quarters fabric inc. wetting hot machine	.022
Oxford quarters cementing	.017
Linings	.013
Front seams	.013
Each additional seam	.01

Die Out Machine

Vamp flat no lining	.026
Vamp flat with lining	.044
Vamp flat no lining 2 operations	.044
Vamp flat with lining 2 operations	.061
With mask extra	.01
Quarters no lining	.035
Quarters with lining	.052
Quarters no lining 1 side	.026
Vamp closed cond. after shoe is vamped through lining	.061
Qtrs. closed cond. after shoe is vamped through lining	.07
Tieing in sizes	.006

Sock lining—Pinking 2 to pair—2 operations .035

Eyeletting 1-2-2-4 eyelets	.044
5-6 eyelets	.048
7-8 eyelets	.052
Closed condition, extra	.017

Marking for fancy machine:

Mark vamp	.026
Mark quarters 2 to pair	.026
Mark quarters 4 to pair	.041
Mark paper (same as outsides)	
Mark lap for vumper, hand	.035
Mark quarter for vumper	.035

Stamp sizes machine	.017
Stock sizes extra	.003
Window linings	.003
By hand	.038

Buckles and Buckling:

Buckle 1 strap	.025
Buckle 1 strap inc. put through Sally	.032
Insert Sally only	.013
Staple buckles	.032
Sew on buckles inc. trimming	.073
Punch holes (gang punch)	.026
Punch holes perforating machine	.044

Button Sewing:

1 strap no trimming	.026
1 strap and trimming	.038
Extra strap no trimming	.014
Extra strap and trimming	.02
Trimming on bench	.014
Extra strap	.005
Tieing ends on bench 1 strap	.017
Tieing ends on bench extra strap	.012
Ornamental buttons by hand 2 to pair	.015
Ornamental buttons by machine 2 to pair	.07
Ornamental buttons by machine 4 to pair	.131

Make Buttonholes:

No trimming . . . . .	.131 per 100
Inc. trimming . . . . .	.192 per 100

All Grades
Per 12 Pair

Taping:

Machine cuts tape.	
Heels—flat	\$0.014
Heels closed . . . . .	.02
Top and front of quarters not inc. strap . . . . .	.023
Top and front of quarters inc. strap . . . . .	.03
Top of pump closed no throat . . . . .	.03
Top of pump closed inc. throat . . . . .	.03
Circular vamp . . . . .	.023
Throat of vamp . . . . .	.017
Top of plugs 4 to pair . . . . .	.03
Quarter, front and throat of vamp after vamping open heel . . . . .	.035
1 strap all around not inc. strap closed condition . . . . .	.032
1 strap all around long strap only closed condition . . . . .	.032
1 strap all around long and short strap closed condition . . . . .	.038
Oxford top and lace . . . . .	.023
Princess front, extra . . . . .	.003

Cut tape by hand, taping heel machine . . . . .	.026
Quarter tops flat hand . . . . .	.032
Quarter tops closed condition hand . . . . .	.035
Throat of vamp or pump throat . . . . .	.017
Extra piece 2 to pair . . . . .	.003
Fabric extra . . . . .	.006
Handlings . . . . .	.003

Eureka Marking:

Per part marked . . . . .	.0065
Painting sizes:	
Per part painted . . . . .	.01

Ensign lacing—machine . . . . .	.023
Hand—1 to 3 eye . . . . .	.044

Barring . . . . .	.022
Barring inc. trim by hand . . . . .	.03

Grade 2
Per 12 Pair

Closing:

Union Special Machine	
Foxings all low cut quarters	
Pump— $\frac{3}{4}$ heels and sides . . . . .	.028
Singer machine	
Foxings all low cut quarters	
Pump— $\frac{3}{4}$ heels and sides . . . . .	.033

Extras:

Match mark . . . . .	.01
Match seam or imitation quarter . . . . .	.017
Bar seam . . . . .	.01

Staying:

Union Special Machine	
Foxings all low cut quarters	
$\frac{3}{4}$ sides . . . . .	.028
Pumps or similar . . . . .	.033
Lining quarters . . . . .	.028

Extras:

Cut back . . . . .	.005
Fabric not rubbed down . . . . .	.005
Oiling Patent Leather . . . . .	.005

Grade 3
Per 12 Pair*Closing:*

Union Special Machine	
Foxings all low cut quarters	
Pump— $\frac{3}{4}$ heels and sides	\$0.026

Singer machine	
Foxings all low cut quarters	
Pump— $\frac{3}{4}$ heels and sides	.031

Extras:

Match mark	.01
Match seam or imitation quarter	.017
Bar seam	.01

Staying:

Union Special Machine	
Foxings all low cut quarters	
$\frac{3}{4}$ sides	.026
Pumps or similar	.031
Lining quarters	.026

Extras:

Cut back	.005
Fabric not rubbed down	.005
Oiling Patent Leather	.005

Grade 1
Per 12 Pair*Fancy Stitching:**Imitation:**Tips:*

Straight	\$.052
Shield	.074
Pointed	.058
Short wing	.078
Long wing	.096
Pumps	.118
Oxford lace row	.065
Oxford top, long	.087
Oxford or 1 strap top, short	.077
1 strap top to end of strap	.096
1 strap all around	.166
Oxford top and lace regular inc. stops	.135
Oxford or 1 strap short top and lace inc. stops	.11
Second row center of strap, 2 to pair	.048
Foxings, circular or straight	.092
Foxings, L	.11
Shanks, curves or straight up to $3\frac{1}{2}$ inches	.08
Shanks, curves or straight over $3\frac{1}{2}$ inches	.097
Circular vamp	.097
Side seam vamp and throat inc. stops	.122
Vamp throat	.062
Between straps, $\frac{1}{4}$ inch or under in depth of curve	.035
Over $\frac{1}{4}$ inch up to and inc. $\frac{5}{8}$ inch	.048
Over $\frac{5}{8}$ inch up to and inc. 1 inch	.07
Over 1 inch up to and inc. $1\frac{1}{2}$ inches	.088
Tongues	.08
Extra strap	.062
Separate straps, long and short	.132
Over 11 inches, each additional inch	.018
Bar heel seam, separate operation	.062
Close overlap or strap	.043
Close overlap lap seam	.053
Close quarter collars	.053
Stitch in Sally strap or tongue in throat inc. stops, 1 inch or less in width	.077

Grade 3
Per 12 Pair

Fancy Stitching (Cont'd):

Imitation:

Stitch in Sally strap or tongue in throat inc. stops, over 1 inch to 3 inches inc. sprung	\$0.114
Sprung tongue over 3 inches inc. sprung	.14
Stitch gore in strap 2 to pair (1 seam)	.062
Stitch gore in shoe 2 to pair, both sides, no sprung extra	.123
Stitch gore in shoe 2 to pair, all round, including sprung	.131
Stitch in Blucher tongue, no lining, inc. sprung	.114
Stitch in Blucher tongue, with lining	.
Back stays, Oxfords, 4 inches and under	.114
Back stays, over 1¾ inches at bottom, extra	.022
Back stays, narrow conditions, 5/12 inch or under for continuous distance of 1½ inches or more, extra	.022
Over 11 inches each additional inch	.018

Grade 1
Per 12 Pair

Fancy Stitching (Cont'd):

Tips, held on:

Straight	\$.07
Pointed	.116
Shield	.148
Short wing	.156
Long wing	.192
Strip tip 2 rows single needle no narrow to apply	.15
Strip tip 2 rows single needle no narrow to apply cem.	.108

Extras:

Handlings	.02
Closed condition, add 25%.	
Held on condition except cut outs, add 100% of base.	
Cemented work, add to imitation, 12½%.	
Additional row after 1st row, held on, add to imitation, 10%.	
Narrow condition, 5/16 inch and under, 20% extra.	
Sprung condition on vamp collars, held on only	.03
2 rows double needle perforated, add 10% to imitation.	
Collar edge within 5/16 inch of edge to be stitched	.03
Pinked work, add to rate for plain imitation, 1 row, 10%.	
Running tape under perforation inc. cutting, add 10%.	
Cutting back tape under perforation	24 for .01
Fancy and perforation 1 operation, add 10% to double needle imitation price.	
2 rows close imitation single needle, no handling off for 2nd row.	
When 2 different bases are done in one continuous operation, deduct for handling	.02
When 2 bases are done in one handling but not continuous, deduct for handling	.01
Stops	48 for .01
Stops and pull threads	24 for .01
No stops to be paid where two operations are added together on single needle.	
Stops to be paid where two operations are added together on double needle.	
Blucher formation, 4 to pair	.02
Looping	.01
Looping and stitching gore or similar	.048
Stitch stripping or piping with attachment, add 12½% to imitation no sprung extra.	
Cutting stripping or piping	48 for .01
Cutting back stripping or piping	24 for .01
	stops extra
Formation as end of strap or similar, sharp curve 2 to pair on stripping	.02
Tape collars held on and sprung, a double extra for sprung conditions shall be paid.	
Guimpe stitching, over imitation 12½%.	
Matchmark	.02
Centering vamp, tongue or similar	.02
Pulling threads	48 for .01
If collars are not cut to size and fancy stitcher is required to trim them, they are to be paid as cutting stripping or piping	48 for .01

*Fancy Stitching**Cut Outs:**This List less 12½% for Computation.*

All prices are for shoes done in closed condition, unless otherwise specified.

Base hole includes one stop and one curve or two stops.

Stitch separate, barred and trimmed.

One inch or less with knife \$0.06

One inch or less without knife05

One inch or less limit. C. O. or scroll04

First inch over base, add 50%.

Next half inch over two inches, add 12½%.

Each half inch over 2½ inches, add 10%.

Each full quarter inch in proportion.

Formations formerly designated as panels to be figured as above.

Stitch endless 60% of price for stitched separate.

Handlings—Groups of more than three cut outs or scroll.

Stitch separate, deduct for each two to pair in excess of group00½

Stitch endless, deduct for each two pair in excess of group01

A group in the case of separate cut outs is composed of all cutouts in one portion of shoe. A group in the case of endless cut outs is composed of all cut outs done in one endless stitching operation.

Stops counted as design is stitched:

With knife 12 for .01

Without knife 48 for .01

Open condition, deduct 10%.

Cut outs on zigzag machine, double price of regular cut outs without knife.

Inlays:

Cemented, 10% more than cut outs.

Held on, vamps03

Held on quarters06

Skiving:

Circular vamp026

1 point vamp03

Seamless pump044

¾ vamp and fox05

Straight tip014

Shield and wing tip long and short03

Vamps wings straight or curved026

Vamp throats02

Vamp throats and straight or curved side wings.038

Quarter sides, straight or curved03

Straight or circular fox035

L fox plain top035

L fox inc. top041

L fox top separate018

Oxford top035

Oxford lace026

Oxford lace and top052

Blucher lace and shank052

Blucher top and lace058

Blucher top lace and shank084

Blucher shank035

Theo tie inc. ends061

1 strap top and front plain and on long strap07

1 strap top and front skived and on long strap076

2 button 1 strap quarter plain end07

2 button 1 strap quarter skived end076

2 button 1 strap quarter with cut in end079

Top of 1 strap no end038

Overlap—open center or whole035

Tongues, large or small—1-2-3 point032

Back stays sides 4 inches or under026

Grade 1
Per 12 Pairs*Skiving (Cont'd):*

Separate straps 4 inches or under straight or curve	\$0.026
Each inch or fraction over, extra . . . . .	.003
Vamp lining on Oxford quarter . . . . .	.032
Bottom of Oxford or Colonial tongue . . . . .	.014
Ends of vamp collars each end . . . . .	.017
Extra cuts	48 for .006
Brogue formation 4 to pair . . . . .	.006
End of Sally strap 2 to pair . . . . .	.017
Edge quarter under L fox . . . . .	.032
Lace stay 4 to pair 1 side and 2 ends . . . . .	.038

Extras:

Ends of straps each end . . . . .	.006
Extra straps no end . . . . .	.026
Extra straps inc. end . . . . .	.032
Narrow condition caused by cut out within 7/8 inch of skived edge and over 1 inch continuous distance . . . . .	.003
Ooze, Nubuck, patent leather 2 pieces to pair . . . . .	.003
Rubber backed or taped fabric or leather except ooze or nubuck, 2 to pair 4 to pair . . . . .	.003 .006
Narrow condition or trimmings 7/8 inch or less for continuous distance of 1 inch or more extra	33 1/3% .003
Pinked edges—tips . . . . .	.003
Other parts . . . . .	.006
Tying separate sizes, narrow collars 2 to pair 4 to pair . . . . .	.003 .006
Handling not continuous operation . . . . .	.004
Continuous operation . . . . .	.01
Facing or unfacing (1 extra only to apply): 2 pcs. to pair . . . . .	.003
4 pcs. to pair . . . . .	.006

Machine Pressing:

3/4 vamp flat or pump . . . . .	.05
3/4 vamp cylinder . . . . .	.084
3/4 vamp back up heel inc. cement by hand . . . . .	.035
Circular vamp . . . . .	.044
Vamp throats . . . . .	.044
Vamp wings . . . . .	.044
Vamp 1 point . . . . .	.052
Vamp 2 point . . . . .	.061
Oxford lace . . . . .	.032
Oxford top . . . . .	.044
Oxford top and lace, round or square corner . . . . .	.076
Eye tie or Blucher Oxford, top . . . . .	.044
Lace . . . . .	.05
Shank . . . . .	.044
Top and lace . . . . .	.094
Top, lace and shank . . . . .	.132
1 strap top . . . . .	.055
1 strap top and front no end . . . . .	.111
1 strap top and front inc. end . . . . .	.128
1 strap quarter open shank, no end . . . . .	.137
Theo tie quarter . . . . .	.08
Circular fox, open or closed . . . . .	.043
L fox, open or closed . . . . .	.052
Tongue . . . . .	.07
Straight tip . . . . .	.02
Backstays, 4 inches or less . . . . .	.038
Separate straps 4 inches or under, 2 to pair 4 to pair . . . . .	.038 .076
Each additional inch, 2 to pair, not narrow . . . . .	.01
Each additional inch, 2 to pair, narrow . . . . .	.015
Narrow overlap attached to quarter, inc. narrow . . . . .	.105

Grade 1
Per 12 Pairs

*Machine Pressing (Cont'd):**Extras:*

Vamped or closed shoe condition	\$0.017
Blucher formations	.026
Extra straps	.044
Space between straps $\frac{1}{4}$ inch or under	.01
Straps 7/16 inch or under before pressed on quarter or similar	.01
Separate straps or back stays 7/8 inch or under before pressed	.017
Narrow trimmings and collars 7/8 inch and under for continuous distance of $1\frac{1}{2}$ inches or more, add 100% to price of part that is narrow.	
Narrow conditions of 7/16 inch caused by cut outs for distance of $1\frac{1}{2}$ inches or more, add 50% to base containing cut out.	
End of straps, round or 3-point	.017
End of straps, 1 point	.01
Extra cuts, each	.01
Work coming to operator faced or underfacing work, 4 pieces to pr.	.01
2 pieces to pr.	.004
(1 extra only to apply)	
Square throat	.01
Extra seams, rubbed down	48 for .01
Extra seams, stayed or lapped	48 for .01
Hand snipping, .017 each group—count groups on one shoe only.	
Gold and silver brocade:	
Vamps	.014
Tongues	.014
Quarters	.026
Handlings, continuous	.02
Handlings, not continuous	.01
Hand pressing, 50% over machine.	
Pressing by hand includes snipping by machine.	
When presser is required by supervisor to make uneven press to follow perforation or stitching, factory condition (see agent); $12\frac{1}{2}\%$.	

*Cement for Presser**By Cementer or Presser:*

Circular vamps	.017
Seamless and $\frac{3}{4}$ vamp flat	.02
Seamless and $\frac{3}{4}$ vamp closed	.023
Tips	.01
Foxings closed	.017
Foxings open	.02
Oxford lace	.012
Oxford top	.017
Oxford top and lace	.02
Blucher or eye tie top, lace and shank	.023
Blucher or eye tie shank separate	.017
1 strap top	.017
1 strap all around	.03
1 strap open shank quarter	.03
Theo tie quarter	.02
Quarter collars, top and lace	.041
Quarter collars 1 strap	.044
Vamp collars	.035
Saddle	.035
Back stays	.014
Separate straps 4 to pair	.023
2 to pair	.014
Small and medium tongues	.014
Extra straps	.003
Handling	.006
Cement overlap—closed	.023

Laying Out:

2 pieces to pair	.006
4 pieces to pair	.012

Grade 1
Per 12 Pairs

Topstitching:

Plain pump	\$0.184
Paris pump inc. stops and sprung	.202
Mule pump inc. stops and sprung	.202
Plug pump inc. stops and sprung	.21
High front pump inc. stops and sprung	.237
Theo tie	.227
1 strap	.332
1 strap quarter	.184
Wide front Sally	.43
Narrow front	.402
Colonial 1 strap with narrow tongue	.446
Colonial 1 strap with wide tongue	.472
Colonial pump with narrow tongue	.29
Colonial pump with wide tongue	.315
Front gore pump with whole lining inc. stops	.245
Front gore Dorsey with whole lining inc. stops	.262
Front gore Dorsey inc. around gore closed condition	.262
Vamp throat	.096
Circular vamp	.105
Plain oxford top only	.123
Plain oxford round or square corner	.167
Blucher Oxford round or square corner	.184
Eyelet tie round or square corner	.184
Button Oxford round or square corner	.184
Tongue pump, stitch around throat, throw out knife	.21
Tongue 1 or 3 point flat held	.105
Tongue 1 or 3 point after stitched on vamp held	.122
Tongue 1 or 3 point flat cemented	.087
Tongue 1 or 3 point after stitched on vamp cemented	.105
Separate straps 2 to pair (extra for length but not for handling or narrow to apply unless narrow for a distance of 2 inches or more)	.087
Separate straps long and short 4 to pair—combined length 11 inches	.157
Over 11 inches combined length, each $\frac{1}{4}$ inch	.005
Saddled—both sides 2 to pair (no extra for handling—narrow to apply only when narrow for a distance of 2 inches or more).	
Straight	.15
Straight cemented	.132
Circular held	.193
Circular cemented	.175
Front gore Dorsey inc. around gore closed condition	.262

Extras:

Extra strap inc. short end	.079
Extra strap no short end	.07
Extra length of strap more than $6\frac{1}{4}$ inches combined length each $\frac{1}{4}$ inch	.005
Extra knobs 4 to pair	.07
Extra length of knobs over 3 inches combined length each $\frac{1}{4}$ inch	.005
Two button 1 strap end, inverted point	.017
Inverted points 4 to pair	.017
Looping and stitching	.017
Quarter collars under:	
When quarter comes within $\frac{5}{16}$ inch of top of collar	.026
Vamp collars under $\frac{1}{2}$ extra of quarter collar.	
Quarter collars over— $\frac{3}{16}$ inch or less in width	.026
Vamp one-half extra of quarter collar	
Narrow condition on straps $\frac{5}{16}$ inch or less in width	.017
Closed condition on Oxford flat or post	.087
Blind condition on tongues inc. stops	.026
Blind condition on straps inc. stops	.017
Cut outs not backed—quarters	.052
Cut outs not backed—vamps.	.026
Cut outs backed	.00
French corded cut outs as fancy stitching.	
Stays 2 to pair	.017
Inserting strap or toggle	.035

Grade 1
Per 12 Pairs

*Topstitching**Extras (Cont'd):*

Inserting gore in strap	\$0.035
Inserting buckrum in tongue . . . . .	.026
Buckrum condition:	
Buckrum inserted no extra.	
Buckrum cemented . . . . .	.017
Stops with knife	24 for .01
Barring square bar . . . . .	.044
Tack allowance inc. stops 2 to pair . . . . .	.017
Turning ends imitation French cord . . . . .	.01
Labels or match mark . . . . .	.01
Insert buckle, loop and stitch inc. condition . . . . .	.061
Handling . . . . .	.03
Extra seams . . . . .	.00
Facing shoes . . . . .	.01
Turning shoes . . . . .	.00

Separate and Detached Straps:

A separate strap, including long and short side, is a detached strap designated to run to the sole line and topstitched for the full distance. Other small detached straps, long and short side, are to be figured as extra straps, including short and plus handling. Where there is no short end, they are to be figured as extra straps, no short end, plus handling.

Grade 1
Per 12 Pairs

French Cord Stitching:

Plain pump . . . . .	.167
Paris pump inc. stops . . . . .	.184
Mule pump inc. stops . . . . .	.184
Plug pump inc. stops . . . . .	.184
High front inc. stops . . . . .	.21
Theo tie . . . . .	.21
1 strap . . . . .	.29
1 strap quarter, flat . . . . .	.166
Wide front Sally . . . . .	.385
Narrow front Sally . . . . .	.36
Colonial 1 strap narrow tongue . . . . .	.385
Colonial 1 strap wide tongue . . . . .	.411
Colonial pump, narrow tongue . . . . .	.271
Colonial pump, wide tongue . . . . .	.297
Front gore pump inc. going around gore, closed condition . . . . .	.227
Front gore pump not going around gore, closed condition . . . . .	.157
Front gore pump not going around gore, flat condition . . . . .	.105
Top of gore pump, closed condition . . . . .	.158
Top of gore pump, flat condition . . . . .	.105
Front gore Dorsey inc. around gore, closed condition . . . . .	.245
Front gore Dorsey not around gore, closed condition . . . . .	.175
Vamp throat . . . . .	.078
Circular vamp . . . . .	.087
Plain Oxford top . . . . .	.105
Plain Oxford top and lace round or square corner . . . . .	.15
Plain Oxford top and lace round or square corner, closed cond. . . . .	.228
Blucher Oxford top and lace round or square corner . . . . .	.167
Theo tie or eyelet tie, top and lace round or square corner . . . . .	.167
Button Oxford top and lace, round or square corner . . . . .	.167
Tongues, 1, 2, and 3 point . . . . .	.087
Separate straps, 2 to pair . . . . .	.087
Separate straps, 4 to pair, long and short, 11 inches combined length . . . . .	.158
Over 11 inches combined length, each $\frac{1}{4}$ inch . . . . .	.005
Top of 1 strap quarter, to end of strap . . . . .	.122
Extra straps inc. short end . . . . .	.079
Extra straps no short end . . . . .	.07
Extra length over $6\frac{1}{4}$ inches combined length, each $\frac{1}{4}$ inch . . . . .	.004
Extra knobs, 4 to pair . . . . .	.07
Extra length of knobs over 3 inches combined length, each $\frac{1}{4}$ inch . . . . .	.004
2 button 1 strap . . . . .	.29

Grade 1
Per 12 Pairs

French Cord Stitching:

2 button 1 strap, inverted point	\$0.306
Straps 5/16 inch and under	.017
Square throat—square corner	.017
Stops with knife	24 for .01
Quarter collar under within 5/16 inch of top	.026
Vamp collar one-half extra of quarter collar.	
Stripping quarter collars over 3/16 inch or less in width	.026
Stripping vamp collars one-half extra of quarter collar.	
Handlings	.02
Inverted point, 4 to pair	.017
Gold and silver brocade, whole shoe	.017
Gold and silver brocade, pump, vamps and quarters	.01
Cut outs not backed—quarters	.052
Cut outs not backed—vamps	.026
Cut outs with knife, 10% over fancy stitching cut outs with knife.	
Cut outs no knife, 10% over fancy stitching cut outs, no knife.	

French Cord Turning:

Hand inc. cement and snip:	
Plain pump	.228
Paris pump	.245
Mule pump	.245
Plug pump	.254
High front	.28
Theo tie	.262
Theo tie quarter, top and front flat	.21
1 strap	.472
1 strap quarter flat	.262
1 strap with regular Sally strap	.56
1 strap with wide front Sally strap	.586
1 strap with narrow tongue	.586
1 strap with wide tongue	.612
Front gore pump, no gore, closed conditions	.228
Oxford top	.15
Oxford top and lace round or square corner	.21
Oxford top and lace round or square corner, closed condition	.298
Blucher top and lace round or square corner	.228
Tongues, 1, 2 and 3 point	.105
Separate straps, 2 to pair	.131
Separate straps, long and short, 4 to pair, 11 inches combined length	.236
Over 11 inches combined length, each ¼ inch	.01
Circular vamp	.131
Vamp throats	.087

Extras:

Extra straps inc. short end	.105
Extra straps no short end	.087
Extra length over 6¼ inches combined length, each ¼ inch	.01
Extra knobs, 4 to pair, 3 inches combined length	.087
Extra length of knobs over 3 inches combined length, each ¼ inch	.01
2 button 1 strap inverted point, extra	.017
Straps 6/16 inch or less in width inc. trimming, if necessary	.017
Turning ends over 1 end	.01
Wave with point, 4 to pair	.017
Wave with point, inverted, 4 to pair	.017
Handling	.03
Facing shoes	.00
Cut outs backed	.00
Cut outs not backed, quarters	.052
Cut outs not backed, vamps	.026
Fabric and ooze condition; flat work quarters	.026
Vamps	.026
Closed shoes	.035
Machine French cord turning; 60% of hand price.	
Cementing; 16 2/3% of hand turning price.	
Snipping; 8 1/3% of hand turning price.	
Fabric and ooze cond. paid to cementer, vamps or quarters	.017
Fabric and ooze cond. paid to cementer, closed cond.	.035

Grade 1
Per 12 Pairs*Perforating:*

Vamp circular	\$0.057
Vamp wings and end of quarter	.057
Vamp $\frac{3}{4}$ or pump flat	.061
Vamp $\frac{3}{4}$ or pump closed	.07
Vamp $\frac{3}{4}$ or pump after topstitch	.105
Vamp throat	.044
Tips regular wing single tube	.074
Tips long wing single tube	.083
Tips imitation wing short single tube	.083
Tips imitation wing long single tube	.092
Tips straight	.026
Tips imitation straight	.03
Tips pointed	.044
Tips shield	.047
Tips imitation shield	.055
One strap, top and front of strap	.118
One strap Regent or overlap	.144
One strap top to end of strap	.061
One strap top and front no strap	.087
Blucher shanks	.057
Circulation overlap quarter	.065
Oxford lace row	.044
Oxford top	.044
Oxford top and lace round or square corner	.087
Theo tie including ends	.118
L Fox	.07
Imitation L fox	.076
Circular fox	.052
Imitation circular fox	.058
Separate straps long and short 4 to pair	.15
Separate straps short sides only 4 to pair	.105
Tongues, (1, 2 and 3 point)	.061

Extras:

Square throat	.01
Hand feeding overlap	.01
Brogue formation and hook formation and hook and brogue together (1 condition)	.01
Double perforation or large single on wing tip, 2 point vamp or similar	.017
Extra straps both sides no ends	.052
Ends of straps round or 3 point	.026
Center of strap continuation	.026
Center of strap, long strap on quarter not continuation	.035
Center of strap, long and short strap continuation	.044
Center of strap, long and short done separately	.052
Center of strap, long strap done separately	.035
Between straps over $\frac{1}{2}$ inch	.052
Between straps $\frac{1}{8}$ to $\frac{1}{2}$	.035
Between straps $\frac{1}{8}$ and under	.026
Handlings tips	.01
Handlings all other parts	.017
Cut outs $\frac{2}{3}$ of fancy stitching	
Stops	48 for .01
Narrow condition on trimmings $\frac{5}{8}$ inch and under extra	33 $\frac{1}{4}$ %
Tieing collars separate sizes 2 to pair	.01
Tieing collars separate sizes 4 to pair	.017
2 buttons ends inverted point	.017
Backed work	25%
Closed condition	25%
Pinking sock lining hand machine	.061

Vamping:

Circular oxford inc. hold back lining	.227
Circular oxford no lining	.21
Circular vamp no lining inc. sprung	.201

Grade 1
Per 12 Pairs*Vamping (Cont'd)*

Circular overlap inc. holding lining and sprung	\$0.245
Circular overlap no lining and sprung	.227
Blucher or eyelet tie through lining, no bar	.29
Straight or curve side vamping 3 inches and under	.131
Straight or curve side over 3 inches extra	.017

Extras:

Hold back linings on blucher or eye tie	.026
2 rows close double needle no extra	.00
2 rows space double needle perforated	.017
2 rows space double needle no perforation	.00
2nd row vamping single needle one-half price of first.	
Brogue formation no stops 4 to pair	.017
Brogue formation with stops 4 to pair	.035
Pinked edge single needle or 2 rows close	.017
Pinked edge 2 needle space no perforation	.017
Pinked edge 2 needle space with perforation	.00
Collar edge within 5/16 inch of edge to be vamped	.017
Narrow condition in throat 2 needle space 9/16 inch lap	.017
Narrow condition in throat 2 needle close 7/17 inch lap	.017
Square throat—square corner—stop necessary	.017
Match collars	.017
Stops	24 for .01
Straight bar	.017
Square bar	.052
V bar	.035
Stays	.017
Centering vamps	.017
Match marking	.017
¾ linings or labels	.017
When required by foreman to pull threads at pressed or corded edge	.017
Faced vamp—continuation vamp line or strap	.00
Velvet	.01
Handling	.02

Grade 2
Per 12 Pairs*Imitation French Cord Stitching:*

Pump	\$0.096
Paris pump inc. stops	.105
Mule pump inc. stops	.105
Plug pump inc. stops	.131
High front inc. stops	.131
Theo	.14
1 strap	.157
1 strap quarter flat	.105
Sally 1 strap	.21
Front gore pump inc. going around gore closed condition	.131
Front gore pump not going around gore closed condition	.087
Front gore pump not going around gore flat	.07
Front gore Dorsey inc. going around gore	.15
Front gore Dorsey not going around gore flat	.087
Closed condition Oxford extra	.079
Vamp throat	.044
Circular vamp	.061
Plain Oxford top	.07
Oxford top and lace, round or square corner	.096
Blucher Oxford top and lace round or square corner	.105
Blucher Oxford top and lace and shank round or square corner	.14
Theo or eye tie, top and lace, round or square corner	.105
Top of 1 strap quarter	.079
Tongues	.061
Separate straps 2 to pair no extra for handling to apply	.07
Separate straps 4 to pair long and short	.122
Over 11 inches combined length each ¼ inch	.005
Inverted point	.017

Grade 2
Per 12 Pairs*Extras:*

Extra strap inc. short end	\$0.061
Extra strap no end	.052
Extra length over 6¼ inches combined	.005
Extra knobs 4 to pair	.044
Extra length 4 to pair over 3¼ inches combined length	.005
Quarter or vamp collars over	.00
Quarter collars under when quarter comes within 5/16 inch of top of collar	.026
Stripping quarter collar over—3/16 inch or less in width	.026
Stripping vamp collar over—3/16 inch or less in width	.013
Vamp collar under ½ of quarter collar.	
Narrow condition on straps 5/16 inch or under	.017
3/8 inch or less curve base or ½ inch from point of base.	
Condition caused by presence of cut out.	
Cut outs not backed quarter	.026
Cut outs not backed vamp	.013
Cut outs backed	.00
Stops	24 for .01
Fold sock lining	.052

Grade 3
Per 12 Pair*Close On:*

Pump	\$0.096
Theo	.122
Blucher Oxford top and lace	.087
1 strap	.136
1 strap quarter flat	.087
Circular vamp	.052
Tongue	.052

Extras:

Stops	24 for .01
Straps 5/16 inch or under	.01
Extra straps inc. short end	.052
Extra straps no short end	.035

Folding:

Pump	.087
Theo	.105
Blucher Oxford top and lace	.079
1 strap	.114
1 strap quarter flat	.079
Circular vamp	.048
Tongue	.04

Extras:

Stops	48 for .01
Extra straps inc. short end	.044
Extra straps no short end	.035
Straps 5/16 inch or under	.01

*Stitching:*Grade 2 Grade 3
Per 12 Pairs*Cementing*

Cement tufsta on tongue	\$0.014	\$0.013
Cement tufsta cut outs on vamp	.028	.026
Cement tufsta cut outs on quarter	.041	.039
Cement leather vp backer to be died out flat	.024	.024
Cement leather vp backer and strap died out flat	.038	.037
Cement Sally vamp for topstitcher	.038	.037
Cement qtrs. to lining to be died out	.041	.039
Cement labels 1 to pair	.017	.016
Cement tufsta to vamp lining	.028	.026
Cement tufsta to quarter lining	.041	.039

Stitching (Cont'd):

	Grade 2 Per 12 Pairs	Grade 3
<i>Cementing on Bench:</i>		
Cement vamp doublers	\$0.024	\$0.024
Cement quarter doublers . . . . .	.041	.039
Cement seamless doublers . . . . .	.05	.047
Cement tip doublers . . . . .	.017	.016
Closed condition on doublers . . . . .	.005	.005
Cement tufsta vamp throat straight . . . . .	.017	.016
Cement tufsta vamp throat shaped . . . . .	.024	.024
Cement tufsta eyelet stay . . . . .	.024	.024
<i>Extras:</i>		
Match mark—2 pos to pair . . . . .	.005	.005
Match mark—4 pos to pair . . . . .	.008	.007
<i>Iron Backing:</i>		
Iron backers on vamp . . . . .	.024	.024
Iron backers on quarters . . . . .	.041	.039
Iron backers on seamless . . . . .	.05	.047
Iron backers on long and short strap of qtr. . . . .	.033	.031
Iron tufsta backers on cut out vamp . . . . .	.022	.021
Iron tufsta backers on cut out quarters . . . . .	.033	.031
Iron tufsta throat stay . . . . .	.02	.017
Iron labels 1 to pair . . . . .	.017	.016
<i>Marking:</i>		
Match mark linings after topstitch . . . . .	.012	.01

This decision shall take effect as of December 6, 1937.

JAY SHOE COMPANY—CAMBRIDGE

December 6, 1937

In the matter of the joint application for arbitration of a controversy between the Jay Shoe Company of Cambridge and fancy stitchers. (250)

The Board awards that the following prices shall be paid by the Jay Shoe Company at Cambridge for fancy stitching Pattern No. 565, for the work as there performed:

Pattern No. 565	Per 36 Pairs
1 row around pump	\$0.48
Needle . . . . .	.06
V formation . . . . .	.24
Needle . . . . .	.06
V line . . . . .	.12
Needle . . . . .	.06
	<hr/>
	\$1.02
Less 15% . . . . .	.15
	<hr/>
	\$0.87

JAY SHOE COMPANY—CAMBRIDGE

December 6, 1937

In the matter of the joint application for arbitration of a controversy between the Jay Shoe Company of Cambridge and stitchers. (258)

The Board awards that the following prices shall be paid by the Jay Shoe Company at Cambridge for stripping stitching Pattern No. 571, for the work as there performed:

Pattern No. 571	Per 36 Pairs
1 base	\$0.21
5 bases	1.20
4 bases	1.08
	<hr/>
	\$2.49
Less 15% . . . . .	.37
	<hr/>
	\$2.12
11 strippings . . . . .	.90
	<hr/>
	\$3.02

By agreement of the parties this decision shall take effect as of the date of the beginning of the work in question.

RICHARD YOUNG COMPANY—PEABODY

December 13, 1937

In the matter of the joint application for arbitration of a controversy between Richard Young Company of Peabody and tan and color wheel cellar workers. (248)

The Board awards that departmental seniority must prevail in slack periods and the Board orders that the Richard Young Company of Peabody comply with the provisions of the contract entered into with the National Leather Workers' Association relative to departmental seniority.

PUBLIX FOOD MARKET—ROSLINDALE

December 13, 1937

In the matter of the joint application for arbitration of a controversy between the Publix Food Market of Roslindale, Inc., and employees. (262)

The Board awards that the following shall be the hours of labor at the Publix Food Market of Roslindale, Inc.:

Monday	From 8 A. M. to 6 P. M.
Tuesday	From 8 A. M. to 6 P. M.
Wednesday	From 8 A. M. to 1 P. M.
Thursday	From 8 A. M. to 6 P. M.
Friday	From 8 A. M. to 6 P. M.
Saturday	From 8 A. M. to 10 P. M.

CHARLES FREIHOFFER BAKING CO., INC.—SPRINGFIELD

December 13, 1937

In the matter of the joint application for arbitration of a controversy between Charles Freihofner Baking Company, Inc., of Springfield, and employees. (263)

The Board awards that there shall be no change in the present method of computing wages by the Charles Freihofner Baking Company, Inc., at Springfield.

THE LORRAINE SHOE COMPANY, INC.—MALDEN

December 13, 1937

In the matter of the joint application for arbitration of a controversy between The Lorraine Shoe Company, Inc., of Malden, and Goodyear stitchers. (265)

The Board finds that the employee in question left the employ of the Lorraine Shoe Company, Inc., at Malden.

MASSACHUSETTS LEATHER MANUFACTURERS' ASSOCIATION

December 13, 1937

In the matter of the joint application for arbitration of a controversy between members of the Massachusetts Leather Manufacturers' Association and employees. (270)

The Board awards that there shall be no increase in the prices now paid nor vacations with pay granted by the members of the Massachusetts Leather Manufacturers' Association.

WOBURN DEGREASING COMPANY

December 13, 1937

In the matter of the joint application for arbitration of a controversy between Woburn Degreasing Company and Employees. (3)

The Board awards that there was no discrimination on the part of the Company toward the employee in question.

AGOOS TANNING COMPANY—LYNN

December 13, 1937

In the matter of the joint application for arbitration of a controversy between the Agoos Tanning Company of Lynn and horse-up man in color department. (5)

The Board finds that the employee in question is the senior man in the color department horsing up.

COLONIAL DENTAL LABORATORIES, INC.—BOSTON

December 16, 1937

In the matter of the joint application for arbitration of a controversy between the Colonial Dental Laboratories, Inc., of Boston, and employees. (269)

The Board finds that the employer in question has so far as practicable equally distributed the work among all the employees of the shop during slack periods. The Board orders that when work is available it shall be done by the employees in question and no work shall be done by any of the owners until all the regular men are working.

NEW CAN COMPANY, INC.—MALDEN

December 20, 1937

In the matter of the joint application for arbitration of a controversy between the New Can Company, Inc., of Malden, and employees. (7)

The Board finds that the employee in question was justifiably discharged.

EAGLE CLEANSERS & DYERS, INC.

December 21, 1937

In the matter of the joint application for arbitration of a controversy between Eagle Cleaners & Dyers, Inc., and Employees. (10)

The Board finds no discrimination in the matter of the lay-off of the employees in question.

SARGENT'S MOTOR LINES—SOMERVILLE

December 22, 1937

In the matter of the joint application for arbitration of a controversy between Sargent's Motor Lines of Somerville, and employees. (1)

The Board finds that the employee in question was justifiably discharged.

CONSOLIDATED PAPER BAG COMPANY—SOMERVILLE

December 22, 1937

In the matter of the joint application for arbitration of a controversy between the Consolidated Paper Bag Company, of Somerville, and Employees. (11)

The Board finds that the employee in question, by reason of her fifteen years' employment with this company, is entitled to seniority rights.

The Board rules that seniority shall be based on the length of service and that any period of lay-off shall not exceed six months and must be in writing, signed by both the employer and employee. Any discharge ends seniority rights.

WINSLOW BROTHERS AND SMITH COMPANY

December 23, 1937

In the matter of the joint application for arbitration of a controversy between Winslow Brothers and Smith Company, and Employees. (16)

The Board awards that the seniority rating of the employee in question has been violated in this instance and orders that he be employed as an operator in place of the employee who displaced him.

WATSON SILVER—ATTLEBORO

December 30, 1937

In the matter of the joint application for arbitration of a controversy between the Watson Silver of Attleboro and employees. (264)

The Board awards that any work performed in excess of forty hours in one week shall be paid for at the rate of time and one-half.

In view of the present financial condition of the company the Board is constrained to deny the petition for a general increase in wages. The Board is of the opinion, however, that at the expiration of six months the matter of piece and hour rates may again be subject to review and arbitration upon petition of the International Jewelry Workers' Union.

GOLD SEAL SHOE CORPORATION—LYNN

December 30, 1937

In the matter of the joint application for arbitration of a controversy between the Gold Seal Shoe Corporation of Lynn and ironers. (6)

The Board awards that the operators are not entitled to be paid for ironing linings when they do not perform this work and that they did not perform this operation on the shoes in question, viz., those with printed linings.

LIBERTY LEATHER COMPANY—PEABODY

January 3, 1938

In the matter of the joint application for arbitration of a controversy between the Liberty Leather Company of Peabody and employees. (18)

The Board finds that the rights of a stockholder have been established by practice in industry and can find no justification for determining that the woman in question cannot work in her own factory on any occupation she wishes.

CONSOLIDATED MOTOR LINES, INC.—SPRINGFIELD

January 5, 1938

In the matter of the joint application for arbitration of a controversy between the Consolidated Motor Lines, Inc., of Springfield, and employees. (268)

The Board finds that the truck driver in question was justifiably discharged.

LEED SHOE COMPANY—STONEHAM

January 6, 1938

In the matter of the joint application for arbitration of a controversy between the Leed Shoe Company of Stoneham and puller. (12)

The Board recommends that the employee in question be put back to work on the pulling machine when the factory starts up and if at the end of the first week's full production he is unable to pull twenty 36-pair cases per day, the company shall have the right to replace him with another operator.

SECURITY MILLS, INC.—NEWTONVILLE

January 10, 1938

In the matter of the joint application for arbitration of a controversy between Security Mills Inc., of Newtonville and employees. (17)

The Board awards that the engineers in question are entitled to retroactive pay for overtime work from June 1 to July 22, 1937.

The Board further awards that the Company has the right to employ fixers on an hourly basis with the understanding that overtime work shall be paid for according to the rate applying in the contract now in effect.

PETROLEUM HEAT & POWER COMPANY—BOSTON

January 14, 1938

In the matter of the joint application for arbitration of a controversy between the Petroleum Heat & Power Company of Boston and truck drivers. (267)

The Board finds that the Petroleum Heat & Power Company has not violated Article VI of its agreement.

H. R. AUBIN

January 26, 1938

In the matter of the joint application for arbitration of a controversy between H. R. Aubin and Local 25 of I. B. T. C. S. & H. of America. (29)

The Board awards that H. R. Aubin has no liability in the matter of the discharge of two former employees of the Aubin Spencer Corporation.

BEN-BURK, INC.—BOSTON

January 27, 1938

In the matter of the joint application for arbitration of a controversy between Ben-Burk, Inc., of Boston, and employees. (20)

The Board finds that the man in question was unjustifiably discharged.

ARLINGTON DYE WORKS, INC.—ARLINGTON

January 27, 1938

In the matter of the joint application for arbitration of a controversy between the Arlington Dye Works, Inc., of Arlington, and employees. (27)

The Board finds that the employees in question were not discriminated against because of union activity or membership.

CURRAN'S EXPRESS, INC.—MILFORD

January 28, 1938

In the matter of the joint application for arbitration of a controversy between Curran's Express, Inc., of Milford, and employees. (14)

The Board awards that while the contract does not specifically state that the steward takes preference in the matter of employment, yet in view of the fact that it is the accepted practice in the industry for the steward to be retained in employment in preference to all others, the concern should go along with the accepted practice in the industry.

KORN LEATHER COMPANY

January 28, 1938

In the matter of the joint application for arbitration of a controversy between Korn Leather Company and Employee. (22)

The Board awards that the employee in question, Wilfred J. Dansreau, has no priority rights over any of the other stakers now employed by the Company because of the fact that he is a fixer.

N. H. POOR COMPANY—PEABODY

January 28, 1938

In the matter of the joint application for arbitration of a controversy between N. H. Poor Company of Peabody and Steward. (23)

The Board recognizes that a shop steward is to be given full time work while there is any work in his department, but it appears to the Board that this employee is rated as an elevator man and if his work in that department has ceased then there is no obligation on the part of the concern to continue such employment.

VERZA TANNING COMPANY—PEABODY

January 28, 1938

In the matter of the joint application for arbitration of a controversy between Verza Tanning Company of Peabody and trimmer. (24)

The Board awards that the manufacturer was within his rights in the matter of the employment of the trimmer in question.

TRIMOUNT LEATHER COMPANY—PEABODY

January 28, 1938

In the matter of the joint application for arbitration of a controversy between Trimount Leather Company of Peabody and one Tacker. (25)

The Board finds that in the matter of whether or not the employee in question was given a three or four weeks' leave of absence as stated by the Company, or a six months' leave of absence as stated by the employee, it is a question of veracity on which the Board does not care to rule.

Therefore, the Board awards that the best interest of both sides warrants a reinstatement of the employee in question to his former rating.

This decision shall take effect as of the date of the decision.

KORN LEATHER COMPANY

February 1, 1938

In the matter of the joint application for arbitration of a controversy between Korn Leather Company and Employees. (21)

The Board awards that the employee in question, John Oleka is senior to Joseph Polanski in the maintenance department and is entitled to preference in that work.

This decision shall take effect from this date.

ADLEY EXPRESS, INC.

February 1, 1938

In the matter of the joint application for arbitration of a controversy between Adley Express, Inc. and Employees. (28)

The Board awards that the discharge of the driver, Joseph Mueller, was justifiable and the Board finds no discrimination.

BOSTON BLOUSE MANUFACTURING COMPANY—BOSTON

February 1, 1938

In the matter of the joint application for arbitration of a controversy between the Boston Blouse Manufacturing Company of Boston and employees. (35)

The Board finds no justification for any general wage increase at this time. The Board does, however, award that all overtime work shall be paid for at the rate of time and one-half.

ENTERPRISE UPHOLSTERING COMPANY—BOSTON

February 7, 1938

In the matter of the joint application for arbitration of a controversy between Enterprise Upholstering Company of Boston and Finisher. (34)

The Board awards that there is no discrimination in the case of the employee in question.

LYNN SAND AND STONE COMPANY

February 10, 1938

In the matter of the joint application for arbitration of a controversy between Lynn Sand and Stone Company and Employees. (30)

The Board finds that the employees in question were justifiably discharged.

EASTERN STATES TRANSPORTATION COMPANY—BOSTON

February 25, 1938

In the matter of the joint application for arbitration of a controversy between the Eastern States Transportation Company, Inc., of Boston, and employees. (59)

The Board orders the reinstatement of the employee in question.

MILTON BRADLEY COMPANY—SPRINGFIELD

March 1, 1938

In the matter of the joint application for arbitration of a controversy between the Milton Bradley Company of Springfield and Employees. (31)

The Board makes the following award:

There shall be no change in the present wage schedule.

Whenever changes are made in the time slips, the operators shall be notified of such change at once by the foreman or checker.

Piece work and overtime shall be computed daily.

Operators' piece rates shall be paid for all day work and time lost due to no fault of the operator.

Night work after 10 P. M. until 6 A. M. shall be paid 10% in addition to the day time rates.

Time and one-half shall be paid for all overtime after eight hours.

Forty-four hours shall constitute a week's work.

There shall be no vacations with pay granted at the present time.

By agreement of the parties this decision shall take effect as of January 13, 1938.

GOLDBERG BROTHERS—HAVERHILL

March 1, 1938

In the matter of the joint application for arbitration of a controversy between Goldberg Brothers of Haverhill and top stitchers. (37)

The Board awards that there shall be no change in the price now paid for top stitching quarters and making bars on Pattern Nos. 60-511 and 10-332 and similar patterns.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

March 1, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and hand pressers. (40)

The Board awards that seven cents per dozen shall be paid by the Herbert Holtz Shoe Company to pressers at Haverhill for snipping applique by hand on Pattern No. 06, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of the beginning of the work in question.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

March 1, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and lining makers. (41)

The Board awards that one cent per dozen extra shall be paid by the Herbert Holtz Shoe Company to lining makers at Haverhill for closing front of lining and matching prick holes on Pattern No. 08.

By agreement of the parties this decision shall take effect as of the date of the beginning of the operation in question.

UNITY SHOEMAKERS CORPORATION—HAVERHILL

March 1, 1938

In the matter of the joint application for arbitration of a controversy between Unity Shoemakers Corporation of Haverhill and hand pressers. (44)

The Board awards that \$1.26 per dozen shall be paid by the Unity Shoemakers Corporation to hand pressers at Haverhill for pressing cut outs on Pattern No. 1895, 20 cut outs to a pair, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of the beginning of the operation in question.

UNITY SHOEMAKERS CORPORATION—HAVERHILL

March 1, 1938

In the matter of the joint application for arbitration of a controversy between Unity Shoemakers Corporation of Haverhill and top stitchers. (45, 46).

The Board awards that three cents per dozen extra shall be paid by the Unity Shoemakers Corporation to top stitchers at Haverhill for blind fitting Pattern Nos. 1773 and 1899 and similar patterns.

By agreement of the parties this decision shall take effect as of February 1, 1938.

S. KLAYMAN & SON, HERBERT HOLTZ SHOE COMPANY, R. JONAS SHOE COMPANY and GOLDBERG BROTHERS—HAVERHILL

March 1, 1938

In the matter of the joint application for arbitration of a controversy between S. Klayman & Son, Herbert Holtz Shoe Company, R. Jonas Shoe Company and Goldberg Brothers, of Haverhill and top stitchers. (48), (49)

The Board awards that three cents per dozen extra shall be paid on the following patterns: for blind fitting, for the work as there performed:

S. Klayman & Son	Pattern No. 122
Herbert Holtz Shoe Company	Pattern No. 213
R. Jonas Shoe Company	Pattern No. 319
Goldberg Brothers	Pattern No. 334

By agreement of the parties this decision shall take effect as of February 1, 1938.

March 1, 1938

The Board awards that there shall be no extra paid by the Herbert Holtz Shoe Company to bench girls at Haverhill for the use of Latex cement with brush by hand, for the work as there performed.

March 1, 1938

The Board awards that nine cents per dozen shall be paid by the Herbert Holtz Shoe Company to bench girls at Haverhill for cementing outside to lining on Pattern No. 10 and similar patterns, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of starting the operating in question.

March 1, 1938

The Board finds that the shoes were not properly lasted; yet, in view of the question raised at the hearing relative to the stitching of the uppers and the fact that the man has been a side laster for many years, the Board recommends his reinstatement.

March 1, 1938

The Board awards that if two cleaners are used on the shoe in question, an extra shall be paid and it shall be considered a combination shoe.

By agreement of the parties this decision shall take effect from the date of the inception of the work in question.

March 2, 1938

The Board awards that the following shall be paid by the Malden Spinning & Dyeing Company to employees at Malden, for the work as there performed:

Per week

	Per week
Card room:	
Strippers	\$18.50
Tenders	16.50
Feeders	15.00
Mule spinning	18.50
	Day work Night work
Worsted department:	
Winders	\$14.50 \$16.50
Spinners	14.50 16.50
Speeders	14.50 16.50
Twisters	14.50 16.50
Gill box	15.00 16.50
Doffers	14.50 16.50
Menders	14.50 16.50
Engineer	31.00
Firemen:	
1	22.50
2	22.50
Knitters	30.00
Knitters	27.50
All other departments: a reduction of 12½%.	

March 2, 1938

The Board finds that the employee in question was discharged for cause and in no way for union activities.

PEERLESS UPHOLSTERING COMPANY—SOMERVILLE

March 2, 1938

In the matter of the joint application for arbitration of a controversy between the Peerless Upholstering Company of Somerville and employees. (55)

The Board finds that the Peerless Upholstering Company was within its rights. It is understood, however, that the employees retained at work shall not do work of any different character or nature than they performed at the time of the strike.

KORN LEATHER COMPANY—PEABODY

March 2, 1938

In the matter of the joint application for arbitration of a controversy between the Korn Leather Company of Peabody and cellar man. (60)

The Board finds that the Korn Leather Company has some obligation to provide employment for the man in question.

KORN LEATHER COMPANY—PEABODY

In the matter of the joint application for arbitration of a controversy between the Korn Leather Company and shipping room lumper. (61)

March 2, 1938

The Board finds that the Korn Leather Company has the right to employ the chauffeur in question, providing such employment does not displace any of the regular employees.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

March 2, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brothers & Smith Company of Norwood and employees. (62)

The Board finds that Winslow Brothers & Smith Company was within its rights in the employment of the man in question. It is understood, however, that no man shall be displaced by reason of such employment.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

March 2, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brothers & Smith Company of Norwood and employees. (63)

The Board finds that the employee in question is a student, within the provisions of the contract.

By agreement of the parties this decision shall take effect as of February 1, 1938.

TIMMONS ROXBURY EXPRESS—JAMAICA PLAIN

March 2, 1938

In the matter of the joint application for arbitration of a controversy between the Timmons Roxbury Express of Jamaica Plain and employees. (64)

The Board finds that the company was within its rights in discharging the employee in question.

CAPITOL MOTOR TRANSPORTATION COMPANY, INC.—BOSTON

March 2, 1938

In the matter of the joint application for arbitration of a controversy between the Capitol Motor Transportation Company, Inc., of Boston, and employees. (69)

The Board finds that the employee in question was justifiably discharged.

UNITED MARKETS, INC.—QUINCY

March 2, 1938

In the matter of the joint application for arbitration of a controversy between United Markets, Inc., Quincy and Employees. (70)

The Board finds that Clause 4 of the agreement, in the opinion of the Board, means store seniority and that the seniority ratings of the employees in question have not been violated.

Clause 4 specifically states, "In the event of a vacancy in a classification, the oldest regular employee in point of service will be given preference in filling such vacancy, provided, in the opinion of the Company, he is qualified to perform the duties of such employment."

PHELPS PUBLISHING COMPANY—SPRINGFIELD

March 7, 1938

In the matter of the joint application for arbitration of a controversy between the Phelps Publishing Company of Springfield and employees. (73)

The Board awards that the employee in question be given an opportunity for re-employment at his former occupation. With this understanding, in the event of further complaint of insubordination this Board shall order to discharge of said employee.

KORN LEATHER COMPANY—PEABODY

March 15, 1938

In the matter of the joint application for arbitration of a controversy between Korn Leather Company and Maintenance Men. (78)

The Board finds after investigation that the employees of the contractor employed on the boiler in the above named plant, are employed by the contractor and paid by him and not by the Korn Leather Company.

In view of the fact that the contract of the National Leather Workers' Union is with the Korn Leather Company and not with the contractor in question, the Board is constrained to find no violation of the agreement.

HARTMAN SHOE COMPANY—HAVERHILL

March 16, 1938

In the matter of the joint application for arbitration of a controversy between the Hartman Shoe Company of Haverhill and treers. (38)

The Board awards that the following prices shall be paid by the Hartman Shoe Company to treers at Haverhill for treeing covered Compo shoes, for the work as there performed:

	Grade 2	Grade 3
	Per 36 Pair	
Calf, white, iron and clean	\$0.775	\$0.669
Kid, white, iron and clean . . . . .	.899	.82
Suede, buck of nubuck; black, colored, or white, including powder	1.024	.923
Satin and faille, black and dark colors, clean . . . . .	.51	.459
White and light colors, clean . . . . .	.905	.749
Velvet, clean . . . . .	.59	.502
White or colored linen and similar materials . . . . .	.774	.649

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

March 16, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and treers. (42)

The Board awards that the following prices shall be paid by the Herbert Holtz Shoe Company to treers at Haverhill, for the work as there performed:

- Pattern No. 220:
 - Cleaning trimmings; no change.
- Pattern Nos. 02 and 09:
 - Cleaning heels (use of one cleaner); no extra.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

March 16, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and treers. (43)

The Board awards that there shall be no change in the price paid for treeing open toe shoes, with the following exception: on a 4-C shoe where the opening, measured straight across from edge to edge, is one inch or less, it shall be considered a closed toe and paid accordingly.

S. KLAYMAN & SON, INC., FREEDLANDER SHOE COMPANY, AND THE UNIQUE SHOE COMPANY, INC.—HAVERHILL

March 16, 1938

In the matter of the joint application for arbitration of a controversy between S. Klayman & Son, Inc., Freedlander Shoe Company and the Unique Shoe Company, Inc., of Haverhill, and wood heelers. (50)

The Board awards that ninety-two cents per 36 pair shall be paid by the above-named companies at Haverhill for wood heeling third grade shoes, for the work as there performed. There shall be no deduction if rasping and pounding are not done.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

March 16, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and treers. (52)

The Board awards that eight cents per 36 pair shall be paid by the Unity Shoe Makers Corporation to treers at Haverhill for cleaning the back of tongue on Pattern Nos. 1886 and 1864.

HERBERT HOLTZ SHOE COMPANY--HAVERHILL

March 16, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and pullers. (56)

The Board awards that an extra of \$0.026 per 36 pair shall be paid by the Herbert Holtz Shoe Company to pullers at Haverhill for centering Pattern No. 11, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of the start of the operation in question.

AGOOS TANNING COMPANY

March 21, 1938

In the matter of the joint application for arbitration of a controversy between Agoos Tanning Company and Tackers. (259)

The Board awards that the four tackers in the employ of the above-named Company were justifiably discharged because of their refusal to work on Saturdays as requested. The Board recommends, however, in the interest of harmony, that these employees be returned to their former seniority rating.

WORCESTER & TAUNTON EXPRESS

March 21, 1938

In the matter of the joint application for arbitration of a controversy between Worcester & Taunton Express and Employee. (67)

The Board awards that the employee in question was justifiably discharged.

A. B. & C. TRANSPORTATION CO., INC.

March 21, 1938

In the matter of the joint application for arbitration of a controversy between A. B. & C. Transportation Co., Inc., and Employee. (68)

The Board awards that the lay-off of the employee in question was justified.

J. MICHELSON

March 21, 1938

In the matter of the joint application for arbitration of a controversy between J. Michelson and Chauffeurs. (75)

The Board awards that the employer in question violated the agreement which specifically states that "No agreement shall be made with any over the road drivers, local drivers, helpers, and salesmen which will in any way conflict with the minimum terms of the agreement."

The Board awards retroactive pay for the employees in question, less such amounts as may have been paid for holidays. The Board finds that the question of seniority has not been violated.

PUBLIX FOOD MARKETS, INC. OF ROSLINDALE

March 21, 1938

In the matter of the joint application for arbitration of a controversy between Publix Food Markets, Inc., of Roslindale and Employee. (76)

The Board awards that the employee in question was justifiably discharged.

KORN LEATHER COMPANY--PEABODY

March 21, 1938

In the matter of the joint application for arbitration of a controversy between the Korn Leather Company of Peabody and seasoners on splits. (77)

The Board awards that the following prices shall be paid by the Korn Leather Company to employees at Peabody, for the work as there performed:

	1st coat	2d coat	3d coat
Hand seasoning:			
Splits:			
CY and bottoms, up to 5 feet	\$0.69	\$0.57	\$0.57
R linings, 5¼ feet up to 8 feet . . . . .	.81	.65	.65
R White belt	1.00	.65	.65
D linings, 8¼ feet up	1.45	.85	.85
O whole kips	1.05	.76	.76
L & M whole kips	1.40	.99	.99
R shoe leather	1.11	.81	.81
D shoe leather	1.52	1.52	.93

When any change in rates is contemplated, the Board recommends that full information shall be given to the shop steward before any changes are put into effect.

COMMUNITY DENTISTS, DR. LEWIS, INC.

March 21, 1938

In the matter of the joint application for arbitration of a controversy between Community Dentists, Dr. Lewis, Inc., and Employee. (81)

The Board awards that the employer was within his rights in laying off the employee in question. The Board finds no evidence that this employee was laid off because of Union activity.

The Board finds no Seniority Clause in the agreement now in effect between the Company and the Union. Therefore, seniority does not apply.

BOSTON BLOUSE COMPANY—BOSTON

March 21, 1938

In the matter of the joint application for arbitration of a controversy between the Boston Blouse Company of Boston and employees. (84)

The Board awards that when a holiday falls on a week day other than Saturday and the employees work on Saturday to make up for the holiday, the overtime rate does not apply.

GERO PRODUCTS, INC.

March 23, 1938

In the matter of the joint application for arbitration of a controversy between Gero Products, Inc., and Employees. (71)

The Board makes the following decision:

WAGE SCALE

	Per week 40 hours
Female:	
Beginners—less than six months' experience	\$10.50
Six months' to one year's experience	12.50
One or more years' experience	14.50
Male:	
Those now receiving \$16.00 shall receive	\$16.50
Those now receiving 14.00 shall receive	14.50
Those now receiving 12.00 shall receive	12.50
Those now receiving 10.00 shall receive	10.50

Agreement made and entered into this _____ day of November, 1937, by and between the Gero Products, Inc., of 158 "N" Street, South Boston, Mass., hereinafter referred to as the "COMPANY," and the Federation of Architects, Engineers, Chemists, and Technicians, affiliated with the Committee for Industrial Organization, and located at 73 Tremont Street, Boston, Mass., hereinafter referred to as the "UNION."

ARTICLE I

The Company agrees to employ in its factory only members of the Union in good standing. The Union agrees to accept all the factory employees of the Company as members of the Union. This shall not apply to administrative heads, clerical and office workers and shop superintendent or foreman. It is agreed by the Company that on an equal qualifying basis, Union members shall be given preference in all hiring.

All new employees shall work on a probation period of three weeks, during which time the Company shall have the sole right to discharge such persons. If retained in employment beyond the said probationary period, the said new labor or help shall be required to join the Union and the latter agrees to accept such new help as members.

ARTICLE II-A

The Company and the Union agree that the work week shall consist of forty (40) hours during the months of June to January, inclusive, and forty-four (44) hours during any four consecutive months beginning the first of January and running through to May 30. The forty (40) hour week is to be equally divided into five (5) consecutive work days from Monday to Friday inclusive, and the forty-four (44) hour week into five and one-half (5½) consecutive days from Monday to Saturday noon, inclusive. A bell is to ring at the opening and closing of each work period during each work day.

The Company agrees that the normal working day shall consist of eight (8) hours. Except for lunch periods, such eight (8) hour day shall consist of eight (8) consecutive hours.

Work periods are to be as follows:

8 A. M. to 12 noon

12:45 P. M. to 4:45 P. M.

Except in cases of emergency, employees not required for work on the next day shall be given reasonable notice by the Company not later than during the employee's previous working period.

Any regular employee reporting for work shall be given at least four (4) hours' work or receive pay for such period.

Employees shall not be asked to work overtime on the first and third Mondays of the month, when Union meetings are to be held.

ARTICLE II-B

The Company agrees that there shall be no discharge of employees for causes other than incompetence. This latter is to be decided as set forth in Articles IV and V, following. This clause shall not bar the Company from dismissing employees guilty of drunkenness, frequent absences without good cause, habitual lateness or stealing of Company property.

ARTICLE III

No member of the Union shall be discriminated against for Union activity. No Union activity may be engaged in during working hours.

ARTICLE IV

The Union shall have the right to have a shop chairman or delegate from among the employees of the factory of the Company, who is to act as their representative. Such chairman or delegate is to have the right to discuss differences between the Company and the employees, but in the event that the shop delegate or chairman and the Company can not agree, then such controversy shall be submitted to the conference committee as hereinafter provided.

It is understood that a representative of the Union shall have access to the Company's premises at all times during working hours.

ARTICLE V

The Union and the Company agree that there shall be no general or individual strike, stoppage or lockout during the life of this agreement for any reason whatsoever or for any matter in controversy or dispute between the Company and the Union or between the Company and any member of the Union.

(a.) In the event of any matter in controversy or dispute, the same shall be referred to a conference committee consisting of the representative of the Union or an elected shop chairman of the employees and one representative of the Company who shall hear and decide upon the controversy within forty-eight (48) hours after submission thereof, in writing, to them.

(b.) In the event an agreement can not be reached within forty-eight (48) hours then the said conference committee shall appoint an impartial chairman whose decision shall be final. Each case shall be considered on its merits and the agreement herein shall constitute the basis upon which the decision shall be rendered.

ARTICLE VI

The Company and the Union agree to comply with the principle of equal division of work during the slack season. Seniority shall be recognized in the process of layoffs—with the understanding that those laid off shall be given first consideration in rehiring—competency to be considered.

ARTICLE VII

OVERTIME—Overtime, which shall be understood to mean all time worked beyond the regular working week, as defined in Article II, above, shall be paid at the rate of time and one-half, with the understanding that the employees agree to work at least one hour overtime per week during the slack season and three hours per week during the busy season (any four consecutive months beginning the first of January and running through to May 30, shall be considered the busy season). In the event of the necessity of working on the following holidays:

- New Year's Day
- Washington's Birthday
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Christmas
- Sunday

the company shall receive the consent of the shop chairman for such work with the understanding that the employees shall be paid at the rate of double time.

ARTICLE VIII

This agreement shall be in force from March 1, 1938, and shall continue until February 28, 1939, and shall be automatically renewed for a period of twelve (12) months thereafter, unless thirty (30) days prior to the expiration of this agreement and the dates of renewal thereof, notice in writing is given by either party to the other of changes proposed in said agreement, or of cancellation or of termination.

PHYLLIS SHOE COMPANY, INC.—LOWELL

March 29, 1938

In the matter of the joint application for arbitration of a controversy between the Phyllis Shoe Company, Inc., of Lowell, and leather heel workers. (74)

The Board awards that the following prices shall be paid by the Phyllis Shoe Company, Inc., to employees at Lowell, for the work as there performed:

	Per 36 Pair	
	Stitchdowns	McKays
Leather heels:		
12/8 and under:		
Loose nail		\$0.105
Slugging, five or seven slugs		.09
Shaving	\$0.21	.21
Heel scouring	.08	.12
Second scouring		.09
Breast scouring		.06
Breasting		.08
Applying veneer, two coats		.06
Burnishing	.09	.15
Blacking	.04	.04

	Per 36 Pair	
	Stitchdowns	McKays
Leather heels:		
Over 12/8:		
Loose nail		\$0.105
Slugging, five or seven slugs		.09
Shaving	\$0.23	.23
Heel scouring	.08	.12
Second scouring		.09
Breast scouring		.08
Breasting		.09
Applying veneer, two coats		.06
Burnishing	.09	.15
Blacking	.04	.04

Stitchdown prices are plus 2½%.

McKay prices are plus 5%.

By agreement of the parties this decision shall take effect as of the date of the inception of the work in question.

PHYLLIS SHOE COMPANY, INC.—LOWELL

March 29, 1938

In the matter of the joint application for arbitration of a controversy between the Phyllis Shoe Company, Inc., of Lowell, and stockfitters. (79)

The Board awards that forty-five cents per thirty-six pair shall be paid by the Phyllis Shoe Company, Inc., to stockfitters at Lowell for stitching welts on soles and butting welts on soles, for the work as there performed.

By agreement of the parties, this decision shall take effect as of the inception of the work in question.

SALEM SHOE MANUFACTURING COMPANY, INC.—SALEM

March 29, 1938

In the matter of the joint application for arbitration of a controversy between the Salem Shoe Manufacturing Company, Inc., of Salem, and dressers. (82)

The Board awards that the following prices shall be paid by the Salem Shoe Manufacturing Company, Inc., to employees at Salem, for the work as there performed:

	Per 12 Pair	
Dressing shoes all over, 1 color	\$0.03	per coat
Dressing boots all over, 1 color	.04	per coat

Dressing leather combinations and powder spots on suede or buck	.19
Dressing all leather combinations, different shades	.175
Powder spots, buck or suede	.12
Brushing suede	.075
Dressing while elk, all over	.04 per coat
Samples; price and one-half.	
Dressing on shoes with fancy stripping; hour time at \$0.35 per hour.	

By agreement of the parties, this decision shall take effect as of February 23, 1938.

FARR ALPACA COMPANY—HOLYOKE

March 29, 1938

In the matter of the joint application for arbitration of controversy between the Farr Alpaca Company of Holyoke and firemen. (90)

In view of the fact that it has been the policy of the company to raise and decrease wages in the entire factory, regardless of operations, the Board is constrained to find that the 12½% reduction to the firemen was in line with the general policy of the company and was justified.

WHITTEMORE COMPANY—BOSTON

March 29, 1938

In the matter of the joint application for arbitration of a controversy between the Whittemore Company of Boston and chauffeurs. (92)

The Board finds that the employee in question was justifiably discharged.

BEGGS & COBB, INC.—WINCHESTER

March 29, 1938

In the matter of the joint application for arbitration of a controversy between Beggs & Cobb, Inc., of Winchester, and splitter. (93)

The Board finds that the employee in question was justifiably discharged.

GOLD SEAL SHOE CORPORATION—LYNN

March 31, 1938

In the matter of the joint application for arbitration of a controversy between the Gold Seal Shoe Corporation of Lynn and cutters. (91)

The Board awards that the following prices shall be paid by the Gold Seal Shoe Company to cutters at Lynn, for the work as there performed:

\$4.00 grade:

Cutting wedge heel covers; \$0.48 per 36 pair.

Narrow conditions: Straps, collars, or attached straps or collars, backers or linings; one-half inch or less in width; extra, \$0.01 per dozen.

By agreement of the parties the price on heel covers shall take effect as of the date of the inception of the work and the extra on narrow conditions shall take effect as of the date of the decision.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

March 31, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and treers. (107)

The Board awards that all shoes with an opening at the toe shall be considered open toes and that 1/24 shall be deducted from the base price list for treeing these shoes, as the work is there performed.

By agreement of the parties this decision shall take effect as of March 28, 1938.

WM. H. BACHELLER CO., INC.—WORCESTER

April 4, 1938

In the matter of the joint application for arbitration of a controversy between the Wm. H. Bacher Co., Inc., of Worcester, and cigar makers. (94)

The Board awards that the following prices shall be paid by the Wm. H. Bacher Co., Inc., to cigar makers at Worcester, for the work as there performed:

	Per 1,000
Hand made cigars	\$16.00
Rolling	5.25 and 6.00
Short filler cigars	10.50
Pony style	10.00
Perfecto shape	18.50
Long filler bunch breaking machine	1.15

COLELLA & LEIGHTON SHOE COMPANY—LYNN

April 7, 1938

In the matter of the joint application for arbitration of a controversy between Colella & Leighton Shoe Company of Lynn and trimming cutters. (100)

The Board awards that there are four extra lengths on vamp and strap lining Pattern No. 1670 at the Colella & Leighton Shoe Company and that an extra of twenty-four cents per thirty-six pair shall be paid to trimming cutters for four lengths over the combined length of six inches, for the work as there performed.

By agreement of the parties, this decision shall take effect as of the date of the inception of the work in question.

HARTMAN SHOE COMPANY—HAVERHILL

April 8, 1938

In the matter of the joint application for arbitration of a controversy between the Hartman Shoe Company of Haverhill to pressers on Booth Machines. (72)

The Board awards that there shall be no change in the price now paid by the Hartman Shoe Company to employees at Haverhill for pressing overlays on Patterns Nos. 285 and 079 and similar patterns on the Booth Machine, for the work as there performed.

SHOE MANUFACTURERS—HAVERHILL

April 8, 1938

In the matter of the joint application for arbitration of a controversy between the shoe manufacturers of Haverhill and fancy stitchers. (87)

The Board awards that the shoe manufacturers shall pay to the fancy stitchers at Haverhill the same price as regular insertion for holding tip when stitching saddle on vamp, for the work as there performed.

By agreement of the parties this decision shall take effect as of March 3, 1938.

SHOE MANUFACTURERS—HAVERHILL

April 8, 1938

In the matter of the joint application for arbitration of a controversy between the shoe manufacturers of Haverhill and tapers. (88)

The Board awards that the following prices shall be paid by the shoe manufacturers to employees at Haverhill, for the work as there performed:

Per dozen

MACHINE TAPING:

Dainty Maid Shoe Company:

Taping long quarter, Pattern Nos. 304, 305 \$0.03

Herbert Holtz Shoe Company:

Taping long quarters, Pattern Nos. 17, 17-103

All factories, other than Unity Shoemakers Corp.

Taping saddles, each strip014

Unity Shoemakers Corporation:

Taping saddles, each strip0157

HARTMAN SHOE COMPANY—HAVERHILL

April 8, 1938

In the matter of the joint application for arbitration of a controversy between the Hartman Shoe Company of Haverhill and vampers. (89)

The Board awards that there shall be no change in the price now paid by the Hartman Shoe Company to employees at Haverhill for vamping patterns Nos. 402 and 302, for the work as there performed.

R. JONAS SHOE COMPANY—HAVERHILL

April 8, 1938

In the matter of the joint application for arbitration of a controversy between the R. Jonas Shoe Company of Haverhill and stripping stitchers. (96)

The Board awards that there shall be no change in the price now paid by R. Jonas Shoe Company to employees at Haverhill for stitching stripping on Pattern No. 326, for the work as there performed.

DAINTY MAID SHOE COMPANY—HAVERHILL

April 8, 1938

In the matter of the joint application for arbitration of a controversy between the Dainty Maid Shoe Company of Haverhill and skivers and pressers. (97)

The Board awards that there shall be no change in the prices now paid by the Dainty Maid Shoe Company to employees at Haverhill for skiving and pressing vamp saddle on Pattern No. 303.

GOLDBERG BROTHERS—HAVERHILL

April 8, 1938

In the matter of the joint application for arbitration of a controversy between Goldberg Brothers of Haverhill and skivers and pressers. (98)

The Board awards that the following prices shall be paid by Goldberg Brothers to skivers and pressers at Haverhill, for the work as there performed:

	Per dozen
Pattern No. 40-195:	
Skiving sides and toe	\$0.05
Pressing, sides and toe:	
By machine . . . . .	.125
By hand . . . . .	.187

By agreement of the parties, this decision shall take effect as of the date of starting the operations in question.

S. KLAYMAN & SON—HAVERHILL

April 8, 1938

In the matter of the joint application for arbitration of a controversy between S. Klayman & Son of Haverhill and sole layers. (99)

The Board awards that twenty-seven cents per 36 pair shall be paid by S. Klayman & Son to employees at Haverhill for laying soles on the Legault press, for the work as there performed.

By agreement of the parties this decision shall take effect as of March 21, 1938.

UNITY SHOEMAKERS CORPORATION—HAVERHILL

April 8, 1938

In the matter of the joint application of a controversy between the Unity Shoemakers Corporation of Haverhill and outside cutters. (102)

The Board awards that an extra of twenty-five cents per 100 pairs shall be paid by the Unity Shoemakers Corporation to employees at Haverhill for cutting collar on Pattern No. 2161, for the work as there performed.

By agreement of the parties, this decision shall take effect as of the date of starting the operation in question.

GOLD SEAL SHOE CORPORATION—LYNN

April 8, 1938

In the matter of joint application of a controversy between the Gold Seal Shoe Corporation of Lynn and hand dinkers. (109)

The Board awards that twenty-seven cents per 36 pair shall be paid by the Gold Seal Shoe Corporation to employees at Lynn for hand dinking Progress front on Patterns Nos. 1140 and 35301, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of the inception of the work in question.

UNITY SHOEMAKERS CORPORATION—HAVERHILL

April 12, 1938

In the matter of the joint application of a controversy between the Unity Shoemakers Corporation of Haverhill and trimming cutters. (47)

The Board awards that the following prices shall be paid by the Unity Shoemakers Corporation to employees at Haverhill, for the work as there performed:

Patterns Nos. 1964, 1797, 1288, 1620, 1782, 1696:	Per 100 pair
Leather linings:	\$1.335

Machine cutting split vamps; 60% of the 50c extra paid for hand cutting.

PILOT SHOE COMPANY—CHELSEA

April 12, 1938

In the matter of the joint application for arbitration of a controversy between the Pilot Shoe Company of Chelsea and side laster. (65)

The Board finds that the side laster in question was justifiably discharged.

MONARCH SHOE COMPANY—CAMBRIDGE

April 12, 1938

In the matter of the joint application for arbitration of a controversy between the Monarch Shoe Company of Cambridge and fancy stitchers. (80)

The Board awards that the following prices shall be paid by the Monarch Shoe Company to employees at Cambridge, for the work as there performed:

Pattern No. 163:	Per 36 pair
Fancy stitching saddle on vamp:	
No. 1 saddle	\$0.56
No. 2 saddle . . . . .	.45

Pattern No. 181:

Fancy stitching front strap \$0.33

Pattern No. 183:

Stitching side stripping on vamp54

Stitching ends of quarters16

By agreement of the parties this decision shall take effect as of the date of beginning the operations in question.

MAYFAIR SHOE CORPORATION—NEWBURYPORT

April 13, 1938

In the matter of the joint application for arbitration of a controversy between the Mayfair Shoe Corporation of Newburyport and fancy stitchers. (85)

The Board awards that the price to be paid by the Mayfair Shoe Corporation to fancy stitchers at Newburyport for patches and imitation patches on Patterns Nos. 1156, 1157, 1171, 1175 and 1129, shall be five-eighths of the cut-out price, for the work as there performed.

By agreement of the parties this decision shall take effect as of January 4, January 18 and February 7 respectively.

MAYFAIR SHOE CORPORATION—NEWBURYPORT

April 13, 1938

In the matter of the joint application for arbitration of a controversy between the Mayfair Shoe Corporation of Newburyport and outside cutters. (86)

The Board awards that the Mayfair Shoe Corporation shall pay to outside cutters at Newburyport an extra of four cents per dozen for using a partial worker.

The Board further awards that on Pattern No. 1181 the quarter collar shall be based on a strap base.

By agreement of the parties this decision shall take effect as of February 11 and 14 respectively.

DAGGETT CHOCOLATE COMPANY

April 15, 1938

In the matter of the joint application for arbitration of a controversy between Daggett Chocolate Company and Employees. (233)

The Board awards that departmental seniority shall prevail. When help is moved from one department to another, such help shall be classified as new workers. The Company, however, will recognize their length of service as applies to vacations and an equal distribution of work shall prevail in the department.

The Board further awards an increase of fifty cents (\$0.50) a week for the floor girls.

The Board further awards that stock box packers are to receive Fourteen Dollars and Fifty Cents (\$14.50) a week until such time as they can be transferred to fancy box packing.

The Board further awards that the claim of the workers in the cream and starch room is not allowed.

E. CUMMINGS LEATHER COMPANY—WOBURN

April 15, 1938

In the matter of the joint application for arbitration of a controversy between the E. Cummings Leather Company of Woburn and employees. (105)

The Board awards that the employee in question has lost his seniority rating in the above-named firm.

EDGAR P. LEWIS & SONS—MALDEN

April 15, 1938

In the matter of the joint application for arbitration of a controversy between Edgar P. Lewis & Sons of Malden and employees. (110)

The Board awards that the employees in question shall be returned to their former occupations with pay for the time lost.

ACUSHNET SAW MILLS—LUMBER DEPARTMENT

April 15, 1938

In the matter of the joint application for arbitration of a controversy between Acushnet Saw Mills—Lumber Department and Employees. (112)

The Board awards that there will be no change in the present wage rates now applying in the lumber department.

ACUSHNET SAW MILLS—BOX DEPARTMENT

April 15, 1938

In the matter of the joint application for arbitration of a controversy between Acushnet Saw Mills—Box Department and Employees. (113)

The Board awards that there will be no change in the present wage rates now applying in the box department.

KORN LEATHER COMPANY—PEABODY

April 15, 1938

In the matter of the joint application for arbitration of a controversy between the Korn Leather Company of Peabody and employees. (114)

The Board awards that there shall be no change in the present seniority rating of the toggler in question.

BEGGS & COBB INC.—WINCHESTER

April 20, 1938

In the matter of the joint application for arbitration of a controversy between Beggs & Cobb Inc. of Winchester and Trimmers. (104)

The Board awards no change in present piece rates for the work as there performed.

HARRIS WOOLEN COMPANY—WORCESTER

April 22, 1938

In the matter of the joint application for arbitration of a controversy between Harris Woolen Company of Worcester and Employees. (124)

The Board awards, after investigation, that there shall be no reduction in wages.

CHRIS LAGANAS SHOE COMPANY—LOWELL

April 26, 1938

In the matter of the joint application for arbitration of a controversy between the Chris Laganas Shoe Company of Lowell and stitchers. (101)

The Board awards that the following prices shall be paid by the Chris Laganas Shoe Company to fancy stitchers at Lowell, for the work as there performed:

Pattern No. 408:	Per 36 Fair
Stitching overlay on pump, held on, 2 rows, single needle, including side seam vamping	\$1.74
Pattern No. 412:	
Imitation stitching 17 rows on vamp through lining, including stitching down tongue with four bars and stops to a pair, and interference of conformer	2.61
Pattern No. 425:	
Imitation stitching 8 rows on vamp through lining and points, including stitching down tongue with four bars and stops to a pair, and interference of conformer	1.68

By agreement of the parties, this decision shall take effect as of the date of starting the work in question.

PHYLLIS SHOE COMPANY, INC.—LOWELL

April 26, 1938

In the matter of joint application for arbitration of a controversy between the Phyllis Shoe Company, Inc., of Lowell, and stitchers. (103)

The Board awards that the following price shall be paid by the Phyllis Shoe Company, Inc., to fancy stitchers at Lowell, for the work as there performed:

Pattern No. 79:	Per 36 Fair
Stitching eyelet stay, held on, 2 rows, single needle, done closed	\$0.66

By agreement of the parties this decision shall take effect as of the date of starting the work in question.

GREEN BARR SHOE COMPANY—LOWELL

April 26, 1938

In the matter of the joint application for arbitration of a controversy between the Green Barr Shoe Company of Lowell and stitchers. (106)

The Board awards that sixty-three cents per 36 pair shall be paid by the Green Barr Shoe Company to stitchers at Lowell for pump stitching one gore shoe, including knifing, for the work as there performed.

By agreement of the parties, this decision shall take effect as of the date of starting the work in question.

CHRIS LAGANAS SHOE COMPANY—LOWELL

April 26, 1938

In the matter of the joint application for arbitration of a controversy between the Chris Laganas Shoe Company of Lowell and stockfitters and lasters. (120)

The Board awards that the following prices shall be paid by the Chris Laganas Shoe Company to employees at Lowell, for the work as there performed:

Stock Room:	Per 36 Pair
Assembling, Uni shank	\$0.14
Cementing tucks, innersoles, and sizing out . . . . .	.07
Moulding . . . . .	.08

Lasting:

Lasting shanks by tacks and lasting foreparts by staples, complete operation \$0.93

By agreement of the parties this decision shall take effect as of the date of starting the work in question.

HOCKMEYER BROTHERS, INC.—LOWELL

April 28, 1938

In the matter of the joint application for arbitration of a controversy between Hockmeyer Brothers, Inc., of Lowell, and employees. (108)

The Board awards that the following rates shall be paid by Hockmeyer Brothers, Inc., to employees at Lowell, for the work as there performed:

	Per Hour	
	Male	Female
Grey and napping	\$0.425	\$0.371
Velvet cutting . . . . .	.66	.63
Corduroy cutting . . . . .	.755	
Corduroy examiners . . . . .	.423	
Pick up . . . . .	.417	.376
Dry room . . . . .	.409	
Singe and paint . . . . .	.445	
Dye house . . . . .	.445	
Finishing . . . . .	.401	
Make up . . . . .	.42	
Make up and examiners . . . . .	.46	
Pack and ship . . . . .	.454	
Distributing . . . . .	.397	
Freight . . . . .	.403	

DAINTY MAID SHOE COMPANY—HAVERHILL

May 4, 1938

In the matter of the joint application for arbitration of a controversy between the Dainty Maid Shoe Company of Haverhill and last pullers. (117)

The Board awards that eight cents per 36 pair shall be paid by the Dainty Maid Shoe Company to last pullers at Haverhill for slashing linings under gores on lasts, for the work as there performed.

By agreement of the parties, this decision shall take effect as of March 21, 1938.

DAINTY MAID SHOE COMPANY—HAVERHILL

May 4, 1938

In the matter of the joint application for arbitration of a controversy between the Dainty Maid Shoe Company of Haverhill and stitchers. (118)

The Board awards that the extra for cut out, not backed, shall apply on Pattern No. 310, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of the beginning of the work in question.

UNITY SHOEMAKERS CORPORATION—HAVERHILL

May 4, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoemakers Corporation of Haverhill and lining makers. (126)

The Board awards that \$0.059 per 12 pair shall be paid by the Unity Shoemakers Corporation to lining makers at Haverhill for closing front lap seam, double needle, closed condition, on Pattern Nos. 2166 and 2196, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of starting the operation in question.

HOOD RUBBER COMPANY—WATERTOWN

May 4, 1938

In the matter of the joint application for arbitration of a controversy between the Hood Rubber Company of Watertown and employees. (129)

The Board finds no evidence of injustice on the part of the company in the lay off of one John Fallon, but being impressed by this employee's record of service to the company, recommends that he be given another opportunity to demonstrate his ability to perform the work in question to the satisfaction of the company.

COMMUNITY DENTISTS DR. LEWIS, INC.—BOSTON

May 4, 1938

In the matter of the joint application for arbitration of a controversy between the Community Dentists Dr. Lewis, Inc., of Boston, and dental technicians. (132)

The Board finds that the employees in question have been discriminated against by the company in the employment of Mr. Walsh and recommends that the existing work shall be divided between Mr. Land and Mr. Murphy.

The Board further awards that no work shall be performed, as mentioned in Article 6 of the agreement, and that part time employees are not entitled to a full week's pay in a week in which a holiday occurs.

UNITED MARKETS, INC.—BOSTON

May 4, 1938

In the matter of the joint application for arbitration of a controversy between the United Markets, Inc., of Boston, and employees. (133)

The Board finds that the agreement as handed down by the Board in its decision of July 1, 1937, shall apply for one year from July 1, 1937.

A. B. & C. MOTOR TRANSPORTATION COMPANY, INC.—BOSTON

May 5, 1938

In the matter of the joint application for arbitration of a controversy between the A. B. & C. Motor Transportation Company, Inc., of Boston, and employees. (119)

The Board finds that the company was within its rights in transferring its operations to Fitchburg.

By agreement of the parties this decision shall take effect as of April 11, 1938.

COAL DEALERS—BOSTON

May 6, 1938

In the matter of the joint application for arbitration of a controversy between Coal Dealers of Boston and Vicinity and Employees. (125)

The Board awards the following schedule of wages:

Chauffeurs	\$.88 per hour for 40 hours
	.75 per hour for 48 hours
Wharfmen and Helpers	\$32.00 per week
	.66 per hour

Carmen, Runmen, Towermen and Wheelmen while discharging coal from vessels shall be paid at the rate of seventy-five cents (75c) per hour during the 48 hour period and shall be paid at the rate of eighty-eight cents (88c) per hour during the 40 hour period.

The following overtime rates shall be paid after an employee has worked eight (8) hours in any one day, but in any case the overtime rate shall begin not later than 5.00 PM.

Overtime Rates—First Hour of Overtime

Chauffeurs	\$0.85 per hour
Wharfmen and Helpers	.75 per hour
Carmen, Wheelmen, Towermen and Runmen	.85 per hour

If an employee has worked over eight (8) hours in any one day, the overtime rate for the first hour of overtime shall be those specified immediately above, but, if an employee has worked over forty-eight (48) hours in any one week, each hour of overtime shall be paid for at the rates specified for overtime, as set forth immediately below.

Overtime Rates—After First Hour of Overtime

Chauffeurs	\$1.12 per hour
Wharfmen and Helpers	1.00 per hour
Carmen and Wheelmen	1.12 per hour

There shall be no more than five 9th hours in the forty (40) hour week and no more than six 9th hours in the forty-eight (48) hour week.

No employee engaged in connection with unloading, storage and delivery service, employed and covered by this Agreement, shall be permitted to work more than forty (40) hours per week during the period beginning April 1, 1938 to October 1, 1939, unless he receives overtime pay as stated.

Wharfmen and Helpers shall furthermore receive for the forty (40) hour periods, in addition to the hourly pay as set forth, extra compensation as follows:

1½ day—1/10 of a day's pay	3 days—3/5 of a day's pay
1 day—1/5 of a day's pay	3½ days—7/10 of a day's pay
1½ days—3/10 of a day's pay	4 days—4/5 of a day's pay
2 days—2/5 of a day's pay	4½ days—9/10 of a day's pay
2½ days—1/2 of a day's pay	5 days—1 day's pay

No employee engaged in connection with unloading, storage and delivery service, employed and covered by this Agreement, shall be permitted to work more than forty-eight (48) hours per week during the period beginning October 1, 1938 to April 1, 1939, unless he receives overtime pay as stated.

Any regular employee reporting any morning for work without having been notified the night before of lay-off shall be paid for one full day. If he so reports, the company may ask him to work at other than his regular work for the period for which he is to be paid. Notice of lay-off may be verbal or by notice posted on bulletin board provided for that purpose.

Chauffeurs shall be required to shovel and trim coal on vehicles while loading, fill and carry basket and shovel and trim in coal at points of delivery. Chauffeurs will not, except in an emergency, be required to carry more than two tons on any one trip without a Helper.

Time of all employees when working at wharf or in yard shall be taken at office. Time of all employees carrying or trimming coal outside of wharf or yard shall be taken at option of Employer, when work is completed at delivery point, or on return to office, and no attempt will be made to violate the spirit of this section to the detriment of the employees.

It is agreed by both sides that this Agreement shall remain in force and shall not be altered from April 1, 1938 to April 1, 1939, inclusive.

M & R TRANSPORTATION CO., INC., AND SOMMER'S MOTOR LINES, INC.—SPRINGFIELD

May 10, 1938

In the matter of the joint application for arbitration of a controversy between the M. & R. Transportation Co., Inc., and Sommer's Motor Lines, Inc., of Springfield, and over-the-road truck drivers. (95)

The Board finds that the wage provisions of the award of the Board are not being adhered to by the above-named companies.

BEGGS & COBB, INC.

May 12, 1938

In the matter of the joint application for arbitration of a controversy between Beggs & Cobb, Inc., and Staker. (139)

The Board awards the reinstatement of the Staker in question to his former employment.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

May 12, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brothers & Smith Company of Norwood and machinist. (140)

The Board finds that the company was within its rights in laying off the employee in question and in retaining the present employee.

KAPLAN BROTHERS FURNITURE CO., INC., ADASKIN FURNITURE COMPANY, MODERN FURNITURE COMPANY, H. P. TESSIER, MASON'S AND GREEN BROS. INC., OF FALL RIVER

May 16, 1939

In the matter of the joint application for arbitration of a controversy between Kaplan Brothers Furniture Co., Inc., Adaskin Furniture Company, Modern Furniture Company, H. P. Tessier, Mason's and Green Bros. Inc. of Fall River and Employees. (141)

The Board awards that there shall be no change on the following Article in the 1937 Agreement:

Article I	Wages	Article III	Holidays and Vacations
Article II	Hours	Article IV	Expenses

The Board further awards that Article VII on RELATIONS shall read as follows: "The employer shall hire for work for this craft only members of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and helpers of good standing, and only those who are to become members at the next meeting of the local or within thirty days, they must sign an application and the local Union of this Brotherhood agrees to use all reasonable efforts to promote business of employer. When the conditions of business are such that all men cannot work full time, preference shall be given to men older in service as nearly as possible."

GRAND SHOE COMPANY—HAVERHILL

May 18, 1938

In the matter of the joint application for arbitration of a controversy between the Grand Shoe Company of Haverhill and treers. (128)

The Board awards that an extra of six cents per 36 pair shall be paid by the Grand Shoe Company to treers at Haverhill for cleaning patent leather shoes with knotted

saddles and that no extra shall be paid for other materials, for the work as there performed. This decision shall apply to the Grand Shoe Company only.

By agreement of the parties this decision shall take effect as of April 4, 1938.

MASSACHUSETTS BREWERS' ASSOCIATION

May 18, 1938

In the matter of the joint application for arbitration of a controversy between members of Massachusetts Brewers' Association and coopers. (134)

The Board awards that there shall be no change in the present wage schedule of the coopers and that all men employed for one year or more shall receive one week's vacation with pay per year, vacations to be taken as arranged by the employer. Men taking vacations need not be replaced during their absence.

The Board further awards that the contract shall run for a period of one year.

WOBURN DEGREASING COMPANY—WOBURN

May 18, 1938

In the matter of the joint application for arbitration of a controversy between the Woburn Degreasing Company of Woburn and employees. (136)

The Board awards that there shall be no handling of leather on operations on which the employee in question has been engaged unless said employee is first called into the factory and given an opportunity to share in the work and that there shall be no handling of leather after he leaves the factory.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

May 18, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and treers. (144)

The Board awards that the Herbert Holtz Shoe Company shall pay to treers at Haverhill thirty-six cents per 36 pair for ironing and cleaning between pleats, for the work as there performed.

By agreement of the parties this decision shall take effect as of May 9, 1938.

PHELPS PUBLISHING COMPANY

May 18, 1938

In the matter of the joint application for arbitration of a controversy between the Phelps Publishing Company and employees. (147)

In its decision rendered October 1, 1937 in the matter of the Phelps Publishing Company and employees, the Board stated that at the expiration of six months from the date of said decision, the Board would again consider the question of wages, hour and conditions. After a hearing before the Board and an investigation into the present financial condition of the company, the Board is constrained to award that there shall be no changes in the present wages, hours or conditions.

HUNT-RANKIN LEATHER COMPANY—PEABODY

May 18, 1938

The Board makes the following interpretation of its decision of November 1, 1937, in the matter of the Hunt-Rankin Leather Company and employees (242)

That John Zelinski shall be classified as a pipefitter's helper and maintenance assistant, this classification to include the following work: pipefitting, mechanic's helper (to include glazing windows), paint mixing and painting.

With the exception of any of the above work, he shall be excluded from snow removal, roofing and other regular work of yard crew, unless all members of yard crew are working.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

May 20, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brothers & Smith Company of Norwood and employees. (130)

In accordance with the terms and conditions of the written recommendations of the State Board of Conciliation and Arbitration as a fair and reasonable settlement of the controversy, dated April 6, 1938, and accepted by the employer, the union and Local 26, based upon (a) production per employee, (b) competitive rates and conditions applying in the industry within the Commonwealth of Massachusetts, and (c) conditions of employer, the Boards awards the following prices shall be paid by Winslow Brothers & Smith Company at Norwood for work as there performed, and makes its findings as to overtime rates and the right of the employer to change hourly rates into piece rates:

RATES

	Per week of 40 hours
Dry or finish lumpers:	
Those now receiving \$21.95 and \$22.00	\$20.50
Those now receiving \$22.94 and \$23.00	21.50
Those now receiving \$24.05	22.55
Shipping room lumpers:	
Lumpers	21.95
Tying up	23.00
Spraying	18.54
Staking	Per dozen \$0.05
Glazing:	
All except chrome sheep	.105
Chrome sheep	.12
Tacking:	
Three on a board	.19
Two on a board	.19½
Chrome linings	.215
Stripping	.0394
Buffing, coat suedes	.17
Pickle fleshing:	
Regular	.03
Large sheep	.03¼
Tan fleshing:	
Regular	.03
Large sheep	.03¼
Seasoning, women enamellers:	
Each way	.09½

Prices pertaining to jobs which were in controversy on April 6, 1938, and settled between the parties in conference, without the intervention of the State Board of Conciliation and Arbitration, shall forthwith be filed with the Board and made a part of its records.

OVERTIME RATES

In furtherance of our investigation of overtime rates and conditions applying in the leather industry within the Commonwealth of Massachusetts, we find that the prevailing overtime rate in the industry is one and one-third rate overtime for over forty hours in any week and eight hours in any day. Therefore, it is the decision of the Board that Winslow Brothers & Smith Company at its Norwood plants shall pay for overtime the prevailing rate in the industry of one and one-third and such overtime rate shall be incorporated in the agreement for the ensuing year.

CHANGE IN HOURLY RATES TO PIECE RATES

As to the right of the employer to change hourly rates into piece rates and piece rates into hourly rates, we find that this principle operates generally throughout the leather industry, and that the Board has heretofore taken cognizance of such right on the part of the employer in the decision of cases which have heretofore been decided by the Board. Therefore, the decision of this Board is that Winslow Brothers & Smith Company at its plants in Norwood shall have the right to change hourly rates into piece rates and piece rates into hourly rates. In the event, however, a controversy exists concerning the establishment of such rates, the same shall be referred to the State Board of Conciliation and Arbitration for its decision in accordance with Paragraph 1 of the working agreement for the ensuing year to be executed by the employer and the union. It has already heretofore been agreed that Paragraph 1 of the 1937 agreement shall be adopted as Paragraph 1 of the working agreement for the ensuing year.

VACATIONS

All employees covered by this agreement shall be given a vacation not to exceed a period of one full week on the following basis: For every 190 hours employed, he shall receive one-half day credit toward a vacation credit of one full week. Employees discharged or laid off before sufficient vacation credits have been built up entitling him to a vacation, shall be paid in cash for such credits.

J. B. BLOOD COMPANY—LYNN

May 24, 1938

In the matter of the joint application for arbitration of a controversy between J. B. Blood Company of Lynn and truck drivers, helpers and warehouse men. (111)
The Board awards the attached Agreement as its decision.

AGREEMENT made this fifteenth day of March, 1938, between the J. B. Blood Company, a corporation having its principal place of business in Lynn, Massachusetts, hereinafter called the "Company"; and the Teamsters, Chauffeurs and Helpers Union Local No. 42, with its headquarters and principal place of business in said Lynn, affiliated with the American Federation of Labor, hereinafter called the "Local."

It is mutually agreed between the parties as follows:

GENERAL PROVISIONS

I.

- (a) The Company recognizes the Local as the sole bargaining agency for all its employees in the classifications as covered by this Agreement.
- (b) It is agreed that all employees covered by this Agreement shall be members of the Union, except those who have been in the service of the Company over twenty years, who, if they so desire, shall be exempt, and new employees covered by this Agreement hereafter employed by the Company, while this agreement is in effect, will become members of the Union within thirty days after the beginning of such employment, if they remain in the employ of the Company.
- (c) The Local shall, if it desire, have a representative to act as Steward at the Company's place of business.
- (d) Any disagreement or discussion relative to the wages, hours or conditions of employment, as contained in this agreement, shall be conducted with the Business Representative of the Local.

II.

Any disputes, including discharge of employees for alleged improper conduct, arising between the Company and the members of the Local shall in the first instance be taken up by the Local and the Company, and if an amicable agreement is not reached within one week, then all matters in dispute between the Company and the Local shall be submitted to the State Board of Conciliation and Arbitration, whose decision shall be final and binding on both parties.

III.

During the term of this agreement, or while its provisions shall be in force, the Local and its members shall not take part in any cessation of work, or strike against the Company, and the Company agrees that there will be no lockout of the members of the Local.

IV.

Seniority rights shall at all times prevail in layoffs and return to work. Seniority will be considered on the question of promotion, but competency shall be a determining factor.

V.

New employees will be secured through the Union if available and, in the opinion of the Company, qualified.

VI.

All regular employees covered by this agreement shall be paid for the following legal holidays, viz., January 1, February 22, May 30, July 4, Labor Day, October 12, November 11, Thanksgiving Day and Christmas Day, unless otherwise provided herein; and all such employees shall be allowed a one week's vacation with average pay earned for the past year after working at least one year continuously for the Company.

VII.

Any employee covered by this agreement shall, if put to work on any work-day, receive not less than four hours' pay.

VIII.

If the Company desires to have any employees covered by this agreement wear uniforms, the same shall be paid for one half by the Company and one half by the employees; and shall be union made.

IX.

No employee covered by this agreement shall be required to pay for loss or damage to property, merchandise or equipment, unless such loss or damage shall have been caused by his negligence or improper act.

X.

When any member of the Local is discharged for alleged improper conduct, he shall be granted a hearing by his employer, if he so requests, provided he reports his discharge to the Local within 24 hours thereafter and the Local notifies the Company forthwith of the desire for hearing. If it is found that such employee was not guilty of the alleged improper conduct for which he was discharged, he shall be restored to work and shall receive full wages from the time of his discharge. In the event of a disagreement between the parties relative to such discharge, same shall be referred to the State Board of Conciliation and Arbitration as provided under Article II of this Agreement.

XI.

No employee covered by this agreement shall be required to operate or work upon a vehicle which is known by the Company to be defective in condition or equipment; or to operate at an excessive speed or in violation of any law or ordinance.

WAGES AND CONDITIONS

XII.

House to house retail salesmen for bakery products and other merchandise.

- (a) Each salesman shall be paid a commission of 17% on all his net sales of bakery and delicatessen products up to \$180 per week, and a commission of 20% on all such net sales over \$180 per week. In addition to same they shall receive an increase of 50c per week. They shall, however, be paid not less than a minimum of \$25.00 for a full week's work. Full commission shall be paid a regular salesmen for all products sold through the house to house bakery division, at full price to his customers on his route, regardless of who makes deliveries.
- (b) On all returnable merchandise turned back to the Company by a salesman, he shall receive an allowance of up to 3% credit on the retail value of bakery and delicatessen merchandise taken out by him during the week.
- (c) One week's vacation, with full pay of average weekly earnings for the preceeding year, shall be granted each salesman who has worked one year continuously for the Company. Seniority rights shall prevail when choosing time for vacation. but at no time shall more than 5% of the bakery salesmen employed by the Company be absent on vacation. Seniority rights shall prevail at any time routes are open, and salesmen shall be promoted according to their seniority.
- (d) A member of the Local leaving the Company's employ, shall give one week's notice of his intention to leave. At the expiration of the week, and upon request, he shall receive a statement in reference to his character and ability, unless such statement is adverse to him.
- (e) Route salesmen shall not work on Sundays or the following legal holidays, viz., January 1, February 22, May 30, July 4, Labor Day, October 21, November 11, Thanksgiving Day and Christmas Day. There shall be no reduction in base pay because of holidays.
- (f) A route salesman unable to operate on his route because of sickness for a period of less than sixty days, shall be given his old route upon return to work.
- (g) The Company shall pay for all peddlers' licenses and permits to operate routes, for its employees.

XIII.

Freight truck drivers and helpers.

- (a) The men covered by this article are the drivers whose usual work is bringing freight from Boston, from docks or from railway freight yards, market to market and Beehive Bakery Stores.
- (b) A week's work shall consist of 48 hours, from Monday to Saturday noon, inclusive, except where a holiday takes place on a Monday. In any week in which there is a holiday, 42 hours shall constitute a week's work.
- (c) When employees work in excess of 48 hours in any one week they shall receive overtime for same at the rate of time and one-half their regular wage.
- (d) Employees included in this section (XIII) shall be allowed a one hour dinner period each day, as near noon as practical. When such employee leaves the Company's plant for a trip to Boston before 6 A.M., he shall be allowed 35c for breakfast.
- (e) The minimum weekly rate for truck drivers under this section shall be \$27.00 for a week's work, and those now receiving above the minimum shall receive an increase of 50c per week. The minimum weekly rate for helpers under this section shall be \$25.00 for a week's work and those now receiving above the minimum shall receive an increase of 50c per week.
- (f) Freight truck drivers included in this section (XIII) when loading trucks with heavy freight from docks in Boston shall be furnished a helper unless two trucks are sent by the Company.
- (g) Seniority rights shall at all times prevail in layoffs and return to work.
- (h) Any employee receiving a weekly wage in excess of that called for in this article shall suffer no reduction.

XIV.

Delivery truck drivers.

- (a) The men covered by this article are the drivers whose usual work is delivering merchandise from markets to customers, Butter, Cheese and Eggs.
- (b) A week's work shall consist of 48 hours, from Monday to Saturday inclusive, for regular delivery drivers.

- (c) All hours worked in excess of 48 hours per week shall be paid for at the rate of time and one-half the regular wage.
- (d) Drivers included in this section (XIV) shall be allowed a one hour dinner period each day, as near noon as practical; and when required to work after 7 P.M., shall be allowed a 30 minute lunch period with pay, or the Company may furnish a lunch.
- (e) The minimum weekly rate for regular delivery truck drivers under this section (XIV) shall be \$24.00 for a week's work, and those now receiving above the minimum shall receive an increase of 50c per week. Spare delivery drivers and spare delivery platform men, within this agreement, shall be paid for an hourly rate at the minimum rate herein established.
- (f) Retail house to house butter and egg salesmen who sell butter and eggs and other merchandise on commission from Monday through Friday, and drive delivery trucks or do other work on Saturday, shall be guaranteed \$25.00 for a full week's work. Those now receiving above the minimum shall receive an increase of 50c per week. All time worked in excess of 48 hours shall be paid for at the rate of time and one-half. Any employee receiving a weekly wage in excess of that called for in this article shall suffer no reduction.
- (g) All spare work done by the Company in departments under the jurisdiction of this Local shall be given to the spare drivers if they are available. Seniority rights shall at all times prevail among regular and spare drivers in layoffs and going back to work; but any spare driver or platform man leaving the employ of the Company for a period of more than 30 days shall be returned to the spare list only with the approval of the Company.
- (h) Spare delivery men shall take their turn when work is available and shall return to the bottom of the spare list every day after any employment. Such list shall be posted in a conspicuous place in the delivery office of the Company.

XV.

Warehouse helpers and platform helpers.

- (a) A week's work shall consist of 48 hours, from Monday to Saturday noon, inclusive, except in an emergency. All time worked in excess of 48 hours shall be paid for at the rate of time and one-half the regular rate.
- (b) The minimum weekly rate for regular warehouse helpers and platform helpers shall be \$25.00 for a week's work, and those now receiving above the minimum shall receive an increase of 50c per week.
- (c) Employees covered by this section shall be allowed a one hour dinner period each day.
- (d) Any employee receiving weekly wages in excess of that called for in this article shall suffer no reduction.
- (e) Seniority rights shall at all times prevail among regular warehouse helpers and platform helpers in layoffs and going back to work.

XVI.

Employees covered by this agreement shall, if so requested by reason of emergency, work on a Sunday or legal holiday, and said employees so requested to work shall be paid at the rate of double their regular wage.

XVII

This agreement shall take effect March 15th, 1938, and remain in force for the period of one year, and will continue in force from year to year thereafter unless either party desires the agreement to be terminated or amended as of any March 15th hereafter and notifies the other party in writing of its desire and intention to terminate or amend, as the case may be, such notice to be given not less than thirty days before such March 15th.

A copy of this agreement may be posted by the Local on the premises of the Company.

IN WITNESS WHEREOF the parties have hereunto set their hands, the day and year first above written.

CHRIS LAGANAS SHOE COMPANY—LOWELL

May 24, 1938

In the matter of the joint application for arbitration of a controversy between Chris Laganas Shoe Company of Lowell and wood heelers and lining makers. (122)

The Board awards that there shall be no change in the price paid by the Chris Laganas Shoe Company to wood heelers at Lowell for fitting lock heels, for the work as there performed.

The Board finds that the lining maker in question was justifiably discharged.

ENTERPRISE UPHOLSTERING COMPANY—BOSTON

May 24, 1938

In the matter of the joint application for arbitration of a controversy between the Enterprise Upholstering Company of Boston and employees. (137)

The Board finds that there was violation of Sections 5 and 10 of the agreement.

PARAMOUNT BAKING COMPANY—BOSTON

May 24, 1938

In the matter of the joint application for arbitration of a controversy between the Paramount Baking Company of Boston and employees. (138)

The Board finds that the employee in question was justifiably discharged, but in view of his past record of employment with the company, recommends that he be given the first opportunity for employment.

MERRIMAC VALLEY DISTRIBUTING COMPANY, WEST END BEVERAGE COMPANY AND QUALITY BRANDS, INC.—LAWRENCE

May 24, 1938

In the matter of the joint application for arbitration of a controversy between the Merrimac Valley Distributing Company, West End Beverage Company and Quality Brands, Inc., of Lawrence, and chauffeurs and helpers. (142)

The Board awards that there shall be no change in the present wages and hours of employment, for the work as there performed.

KLAYMAN SHOE COMPANY—HAVERHILL

May 24, 1938

In the matter of the joint application for arbitration of a controversy between Klayman Shoe Company of Haverhill and Nailer. (143)

The Board awards that there shall be no change on the price now being paid for nailing open heel shoes on the Alpha Nailer. (United Shoe)

S. KLAYMAN & SON—HAVERHILL

May 24, 1938

In the matter of the joint application for arbitration of a controversy between S. Klayman & Son of Haverhill and treers. (145)

The Board awards that the price to be paid for dressing white Nubuck shoes by treers shall be 3.c for the first coat and 27c for the second coat, per case.

This decision shall take effect as of the start of the operation.

SHAWSHEEN DAIRY, INC.—ANDOVER

May 24, 1938

In the matter of the joint application for arbitration of a controversy between the Shawsheen Dairy, Inc., of Andover, and route drivers and dairy men. (146)

The Board awards that there shall be no change in the present scale of wages paid by the Shawsheen Dairy, Inc., to route drivers and dairy men at Andover, for the work as there performed.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

June 2, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brothers & Smith Company of Norwood and employees. (130)

The Board awards that the following prices shall be paid by Winslow Brothers & Smith Company to employees at Norwood, for the work as there performed:

	Per Week of 40 Hours	Per Hour
Staking	\$26.46	\$0.6615
Embossing:		
Operators	25.00	
Feeders	21.50	
Putting out:	Per Dozen	
All except smooth finish sheep, hat band and meter leathers and large sheep, 115 feet and up	\$0.042	
Smooth finish sheep, hat band and meter leathers and large sheep, 115 feet and up . . . . .	.048	
Any work performed on a day work basis shall be paid for at the rate of \$0.63 per hour.		

HARTMAN SHOE COMPANY—HAVERHILL

June 6, 1938

In the matter of the joint application for arbitration of a controversy between the Hartman Shoe Company of Haverhill and block cutters. (153)

The Board awards that thirty-eight cents per 100 pair shall be paid by the Hartman Shoe Company to employees at Haverhill for block cutting wedge heel covers, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of starting the work in question.

UNITY SHOEMAKERS CORPORATION—HAVERHILL

June 6, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoemakers Corporation of Haverhill and outside cutters. (157)

The Board awards that the following prices shall be paid by the Unity Shoemakers Corporation to employees at Haverhill, for the work as there performed:

	Per 100 Pair
Cutting outsides on Pattern No. 2250:	
Small piece quarter	\$1.33
Large piece quarter,	1.50
Full quarter	1.50

SHOE MANUFACTURERS AND TREERS—HAVERHILL

June 8, 1938

In the matter of the joint application for arbitration of a controversy between the Haverhill shoe manufacturers and treers. (127)

The Board awards that there shall be no change in the decision of May 18, 1936, deducting 1/12 from the list price on open heel shoes, Grades 2A and 3A, for the work as there performed.

By agreement of both parties, this decision shall take effect as of April 4, 1938.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

June 8, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brothers & Smith Company of Norwood and employees. (130)

The Board awards that the following prices shall be paid by Winslow Brothers & Smith Company to employees at Norwood, for the work as there performed:

	Per Dozen
Toggling calf:	
5's to 7's, and 7's to 9's	\$0.75
9's to 12's . . . . .	.80
12's to 17's . . . . .	.98

HARRY KASHISHIAN SHOE COMPANY—CHELSEA

June 8, 1938

In the matter of the joint application for arbitration of a controversy between the Harry Kashishian Shoe Company of Chelsea and treers. (155)

The Board awards that the Harry Kashishian Shoe Company shall pay to treers at Chelsea fifty cents per case for cleaning quarters on cloth shoes, for the work as there performed.

By agreement of the parties this decision shall take effect as of the inception of the work in question.

H. H. McGUIRE, D. J. CRONIN, INC., TRIMOUNT BITUMINOUS PRODUCTS COMPANY, MYSTIC BITUMINOUS PRODUCTS COMPANY, JAMES P. HAHESY, INC., NEW ENGLAND ASPHALT & TAR COMPANY, UTILITY OIL COMPANY AND NATIONAL PETROLEUM SERVICE COMPANY

June 9, 1938

In the matter of the joint application for arbitration of a controversy between H. H. McGuire, D. J. Cronin, Inc., Trimount Bituminous Products Company, Mystic Bituminous Products Company, James P. Haheisy, Inc., New England Asphalt & Tar Company, Utility Oil Company and National Petroleum Service Company and employees. (135)

The Board awards as follows:

	Per Week
Wages	
Chauffeurs	\$36.00
Helpers	28.00
Hours	

Fifty-four hours shall constitute a week's work.

Overtime

All time worked in excess of fifty-four hours per week shall be paid for at the rate of time and one-half.

The Board further awards that two men shall operate trucks while spraying.

By agreement of the parties, this decision shall take effect as of May 1, 1938.

HUNT-RANKIN LEATHER COMPANY—PEABODY

June 9, 1938

In the matter of the joint application for arbitration of a controversy between Hunt-Rankin Leather Company of Peabody and employees. (160)

The Board finds that the employer in question was within his rights in selecting the best man available for the position of "special messenger."

T. P. BLAKE & BRO., INC.—CHARLESTOWN

June 9, 1938

In the matter of the joint application for arbitration of a controversy between T. P. Blake & Bro., Inc., of Charlestown, and employees. (162)

The Board finds that the employee in question was not discharged, but laid off due to lack of work. By agreement with the employer, it is understood that the man will be given an opportunity for employment when work is available.

ARCHER RUBBER COMPANY—MILFORD

June 16, 1938

In the matter of the joint application for arbitration of a controversy between Archer Rubber Company of Milford and Employees. (166)

The Board awards that the rate of wages to apply in the above-named company for its employees shall be the same rate that was in effect in the year 1936.

This decision shall take effect as of the date of June 13, 1938.

KANE'S, INCORPORATED, MORGAN'S, INC., AND SUMMERFIELD COMPANY

June 21, 1938

In the matter of the joint application for arbitration of a controversy between Kane's, Incorporated, Morgan's, Inc., and the Summerfield Company and employees. (150-152)

The Board awards the attached agreement as its decision.

By agreement of the parties this decision shall take effect as of May 14, 1938.

AGREEMENT made this fourteenth day of May, 1938, by and between (hereinafter referred to as the "Employer") and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, STABLEMEN & HELPERS, Local No. 82 (hereinafter referred to as the "Local").

WITNESSETH:

NOW, THEREFORE, in consideration of these presents and of the mutual covenants herein contained, and in further consideration of the sum of One Dollar by each of the parties hereto paid to the other, the receipt of which is hereby acknowledged, the parties have agreed and hereby do agree as follows:

1. In consideration of this agreement, the parties hereto agree that all men employed and covered by this agreement shall be members in good standing of the Teamsters, Chauffeurs, Stablemen and Helpers Union, Local No. 82. The aforesaid Local No. 82 shall be the union for all such employees, and the firm will recognize the representative of said union. It is further agreed that the union shall, if it so desires, have a representative at the garage of each firm.

2. The employer will respect the employees' seniority rights; seniority rights to be in accordance to classification of employment. The employer will establish two seniority lists, one for chauffeurs and drivers and a second for helpers. The employer shall have the right to select crews for repossession work exclusively without reference to the above seniority requirement.

3. (a) It is understood and agreed that the union shall have first opportunity to furnish newly hired help when required, but, if the union is unable to furnish such help, the employer may secure outside help, provided said outside help make application for membership in the union within a period of two weeks.

(b) It is agreed that any newly engaged men shall be considered on probation for a period of two weeks from the date of their employment and may within this period be dismissed at the discretion of the employer. It is agreed, however, that in the event of dismissal the employer will in each case apply to the union for new men.

4. The work week shall consist of six days totalling fifty-one hours, time to start and finish at the garage.

5. Overtime shall commence after an eight and one-half hour day. Straight time shall be paid for the first three hours overtime worked in any one week and time and one-quarter shall be paid thereafter; starting time to be no earlier than 5 a.m. and no later than 8.30 a.m.

6. Extra men needed for limited periods shall be employed in the same way as regular men by application first to the union. An extra man's day shall consist of eight and one-half hours and straight time shall be paid for the first three hours overtime worked in any one week and time and one-quarter shall be paid thereafter. Extra employees when hired shall be given a full day's work, but if there is not sufficient work in his classification to occupy a full eight and one-half hours he shall do such work as may be designated by the employer, provided, however, that the designation of work outside of his classification shall not result in displacing any regular employees.

7. The employer agrees to establish a minimum scale of wages, as follows:

(a) Chauffeurs	\$30.00 for 51 hours
(b) Helpers	24.00 for 51 hours

8. Regular employees shall receive three days' notice before dismissal, except when dismissal is for cause. An employee dismissed for cause shall, upon application in writing addressed to the employer, be entitled to a hearing within seventy-two hours, as provided hereafter. Temporary employees shall not be entitled to any notice of dismissal. Employees laid off by reason of insufficient work shall not be entitled to notice except that they shall be informed at the end of the previous working day that they will not be required for the following day.

9. Time and one-half shall be paid to all employees working Sundays and time and one-quarter on the following recognized holidays: New Year's Day, May 30, July 4, Labor Day, February 22, Thanksgiving Day and Christmas Day. October 12 and November 11 shall be classified either as half holidays or full holidays according to the ruling as made by the Retail Trade Board of Greater Boston.

It is understood and agreed, however, that said employees not called in to work on the above specified holidays shall receive regular pay for same. Extra employees who have been employed for at least three days before the above specified holidays and who are employed for at least two days thereafter shall be entitled to receive pay for the holiday.

10. The employer agrees to pay at once any employee whose services are not longer required, for the time actually worked.

11. The employer agrees to provide, at his own expense, a time clock or other suitable record whereby hours of employment may be recorded.

12. No employee shall be required to work in excess of 12 hours in any one day, it being understood, however, that the two weeks before Christmas shall be exempted from this limitation and further, that no more than ten days during the term of this agreement shall additionally be excepted.

13. Any employee who has actually worked one hundred fifty-six days during the year ending May 14, 1938, shall be entitled to one full week's vacation with pay, plus an additional day of vacation with pay for each additional eighteen days worked during said year, the maximum vacation for any employee to be two weeks.

14. No employee shall be discharged for breakage except as the same shall arise through his own fault. The employer further agrees that no employee shall be held responsible for loss of goods or for article or articles not placed on the truck when loading; nor shall any employee be held responsible for loss of goods in transit, for breakdown of truck, defective motor parts, or otherwise, except arising out of his own negligence.

15. When employees are required to remain away from home overnight, they shall then be considered to be engaged in long distance work. The employer agrees to pay all employees engaged in long distance work \$1.50 per man per night for lodging and 50¢ per man per meal.

16. The employer agrees to advance to chauffeurs such sums as shall be reasonable and necessary for their expenses and to provide them with expense vouchers for any necessary expenses incurred in the course of their employment. The chauffeurs shall be accountable to the employer for all money so advanced and shall furnish the employer with an itemized voucher signed by his crew certifying to the expenditures made.

17. Any helper driving the employer's truck for three days or more in any week shall be paid at the rate of chauffeur's pay for each day so driving the employer's truck.

18. It shall be the duty of each employee to notify the employer before 5 p. m. on the day previous if he is unable to report for work the following day. It shall be the duty of the employer to notify each employee upon returning to the garage if his services are not to be required the following day.

19. It shall be grounds for dismissal for any employee to quit work before the expiration of his work day, except for sickness or other physical disability. Intoxication and dishonesty shall be considered further grounds for dismissal.

20. The employer agrees that it will not become involved in labor disputes of other employers by asking or requesting members of the local to assist in strikebreaking in any form. The local agrees that the normal day to day relations of employer and employee shall in nowise be affected because of labor disputes between the local and other employers.

21. Employers requiring uniforms shall furnish, clean and repair such for employees.

22. The local agrees that it shall be a violation of this agreement to enter into any agreement with any other retail furniture concern upon terms more favorable to the employer than contained herein, and in the event that it does enter into any such contract the employer shall at its option be entitled to a modification of this agreement to conform with such other more favorable contract.

23. It is understood and agreed that the signing of this agreement shall not reduce the wages of any member of the local.

24. It is agreed that should any grievance, other than direct violation of this agreement, arise between the parties hereto, an attempt shall be made to settle such controversy amicably. In the event such controversy cannot be settled amicably within five days of the date of the controversy, it shall be submitted to the State Board of Conciliation and Arbitration within the next five days, and the State Board's decision shall be final and binding on both parties. Pending the decision, there shall be no strike or lockout, and the decision shall be retroactive to the date of the grievance.

25. It is understood by and between the parties hereto that in the event it becomes necessary for the employer to engage the services of any trucks in addition to the number owned by the employer and in active use, that the employer will request of the local and the local agrees to furnish at the employer's expense, such additional trucks as may be necessary. The employer agrees to make the necessary request within a reasonable time. It is further understood that in the event that the local cannot provide said required trucks, the employer may obtain same in the open market.

26. The terms and conditions of this agreement shall continue in full force and effect pending the negotiations of any extension or substitution of the time of expiration thereof.

27. This agreement shall remain in full force and effect for a period of one year, expiring on May 14, 1939. It is agreed, however, that the union shall submit its new agreement for the following year not later than March 15 of each year. Failure to submit the agreement on or before March 15 is a violation of this agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

P. & G. SHOE COMPANY—HAVERHILL

June 21, 1938

In the matter of the joint application for arbitration of a controversy between P. & G. Shoe Company of Haverhill and Stitchers. (156)

The Board awards that under the contract now existing between the Boot and Shoe Workers Union and the above-named company, provisions are made for establishment of piece work prices. If after conference between the union and the company there is any disagreement over prices, then the matter shall be referred to arbitration.

The Board further finds that the company owes retroactive back pay on the shoes in question and orders the payment of same.

AMDUR LEATHER COMPANY—DANVERS

June 22, 1938

In the matter of the joint application for arbitration of a controversy between the Amdur Leather Company of Danvers and employees. (165)

The Board awards that the employee in question shall not displace employees on the staking machines.

GOLDEN BELL CLEANSERS, INC.

June 27, 1938

In the matter of the joint application for arbitration of a controversy between the Golden Bell Cleaners, Inc., and pressers. (131)

The Board finds that the employees in question were discharged for cause and that the discharges were justifiable.

J. S. BARNET & SONS, INC.—LYNN

June 27, 1938

In the matter of the joint application for arbitration of a controversy between J. S. Barnet & Sons, Inc., of Lynn and tan house workers. (173)

The Board finds that J. S. Barnet & Sons, Inc. are not in violation of the agreement in the employment of the man in question.

SLATTERY BROTHERS LEATHER COMPANY—SALEM

June 28, 1938

In the matter of the joint application for arbitration of a controversy between Slattery Brothers Leather Company of Salem and tackers. (164)

The Board awards that the system of sizing and the rates of wages at Slattery Brothers Leather Company in Salem shall be as follows:

TACKING SPLITS			
Regular—White—Suedes			
Rate per 100 splits			
No. of splits to pack	9¼ to 11 oz. splitting	Brushed	No. of feet to dozen
Up to 210	\$2.20	\$2.60	100 to 120
210 to 350	1.95	2.35	60 to 100
8¾ oz. splitting			
Up to 375	1.95	2.35	60 to 100
375 to 525	1.66	1.96	40 to 60
Rate per 100 splits			
No. of splits to pack	Up to 7¼ oz. splitting	Brushed	No. of feet to dozen
Up to 400	\$1.95	\$2.35	60 to 100
400 to 600	1.66	1.96	40 to 60
600 and up	1.38	1.58	Up to 40
Kips			
Up to 175	3.15		
175 to 325	2.73	3.23	
325 to 500	2.10	2.50	
500 to 600	1.95	2.25	
600 to 800	1.66	1.86	
800 to 1000	1.57	1.77	
Over 1000	1.38	1.58	

These figures are based on a 700-lb. load per wheel, shaved weight.

The Board further awards that the manufacturer has the right to acquire the present sizing system.

By agreement of the parties, this decision shall take effect as of May 23, 1938.

EASTERN STATES TRANSPORTATION COMPANY—BOSTON

June 28, 1938

In the matter of the joint application for arbitration of a controversy between the Eastern States Transportation Company of Boston and employees. (167)

The Board finds that the company is not justified in discharging the employee in question.

EDGAR P. LEWIS & SONS, INC.—MALDEN

July 1, 1938

In the matter of the joint application for arbitration of a controversy between Edgar P. Lewis & Sons, Inc., of Malden, and employees. (169)

The Board awards that forty-two cents per hour shall be paid to truckers and that there shall be no change in the classification.

The Board further awards that Mr. Lapoire shall be classified as a second cook and shall receive fifty cents per hour.

LUMBER DEALERS—BOSTON

July 7, 1938

In the matter of the joint application for arbitration of a controversy between lumber dealers of Boston and vicinity and employees. (149)

The Board awards as follows:

ARTICLE V

That the following clause shall be added to that portion of the article already agreed to between the parties:

"Office employees and salesmen may take stock, may arrange piles to take stock, wait on customers and in an emergency only the foreman may tally and load trucks."

ARTICLE VI

The company signing this agreement agrees to pay their employees for the following legal holidays:

January 1

May 30

July 4

Labor Day

Thanksgiving Day

Christmas Day

The Sunday ruling and law shall apply on the following holidays:

February 22	October 12
April 19	November 11

ARTICLE VII

The following rates of wages shall be paid:

The following rates of wages shall be paid:	Per Hour
Tally men	\$0.70
Chauffeurs . . . . .	.65
Tractor Men	1.00
Helpers . . . . .	.65
Mill Men . . . . .	.80
Crane Men . . . . .	.70

ARTICLE IX

The termination date of this agreement shall be May 1, 1939.

By agreement of both parties, the following clause shall be added to the agreement:

"The present employees who have been employed since signing last year's agreement and who are not now members of the union shall be accepted by the union for membership upon application and the payment of \$10 on account of the initiation fee; total, \$50 payable in thirty days, without discrimination."

By agreement of the parties, this decision shall take effect as of May 1, 1938.

ALFRED G. BURKHARDT, T. G. BUCKLEY COMPANY, CASEY & HAYES,
D. W. DUNN COMPANY AND MILLER & SON—BOSTON

July 8, 1938

In the matter of the joint application for arbitration of a controversy between Alfred G. Burkhardt, T. G. Buckley Company, Casey & Hayes, D. W. Dunn Company and Miller & Son of Boston and employees. (174-178)

The Board awards the attached agreement as its decision.

By agreement of the parties this decision shall take effect as of the date of signing the 1938 agreement and shall continue in full force and effect until the expiration of the same.

THIS AGREEMENT between the _____ hereinafter called the
"Employer," and the International Brotherhood of Teamsters, Chauffeurs, Stablemen
and Helpers, Local No. 82, hereinafter called the "Local."

ARTICLE I

Employment. In consideration of the agreement the parties hereto agree that all men employed and covered by this agreement shall be members in good standing of the Teamsters, Chauffeurs, Stablemen and Helpers Union, Local No. 82. The aforesaid Local 82 shall be the union for all such employees, and the firm will recognize the representative of said union. Members of Local 82 in good standing with suitable references are to be given the preference. In the event that competent union help is not available the employer may engage such additional employees in the open market, provided, however, that if the employer engages men not members of the union such men must, within four weeks of the date of their employment, apply to the union for membership.

ARTICLE II

Hours Forty-eight hour week—six day week. Time to start and finish at the garage.

ARTICLE III

Overtime Overtime shall start at the end of eight hour day, after which overtime shall be paid at the rate of time and one-third.

ARTICLE IV

Extra Part Time Men Extra men when called to work shall receive a minimum of six hours' pay. Overtime at the rate of time and one-third shall start after eight hours.

ARTICLE V

Steady men shall give employer three days' notice before leaving and steady men shall receive three days' notice except when dismissed for cause.

ARTICLE VI

Sundays and recognized holidays shall be at time and one-half, recognizing the following holidays: New Year's Day, July 4, Labor Day, Thanksgiving Day and Christmas Day.

Steady men not called in on the above specified holidays shall receive regular day's pay for same. Spare men working the day before or the day after the recognized holiday shall be paid for the holiday.

ARTICLE VII

Members of Local 82 laid off shall be paid at once when there is no prospect of further employment for said week.

ARTICLE VIII

A time clock, or suitable records, whereby the hours of employment can be accurately counted and checked, is to be maintained by the employer.

ARTICLE IX

The employer shall furnish drivers with advance money and expense voucher. The driver shall be responsible for all expenses, and shall furnish the employer with an itemized memorandum signed by the entire crew.

ARTICLE X

When employees have to remain away from home overnight it shall be considered long distance work. All time on such work shall be paid at regular rate of wages except Sundays and recognized holidays, which will be at time and one-third. On all such work men shall receive \$1.50 per man per night for lodging and fifty cents per meal.

ARTICLE XI

In the event of a helper acting as chauffeur he shall receive chauffeur's pay and when a chauffeur acts as a helper, he shall receive helper's pay.

ARTICLE XII

An order, properly signed by the employee, for money due the union, shall be honored by the employer when presented by the regular official of the union, provided that the employer owes the employee sufficient money to cover the demand.

ARTICLE XIII

It shall be the duty of each employee to notify his employer by 5 p. m. on the previous day if he is unable to report for work.

ARTICLE XIV

It shall be a violation of any employee to quit work before expiration of his day's work.

ARTICLE XV

The employer shall not involve himself in industrial disputes of other employers of industries by acting or requesting members of the union to assist in strike breaking in any form, nor shall the union involve itself in disputes of other industries or unions or engage in sympathetic strikes.

ARTICLE XVI

The union agrees at all times, as far as in its power, to further the interest of employers under contract with this union.

ARTICLE XVII

The union further agrees that it will be a violation of this agreement to make any agreement with any other employer of labor upon terms more favorable to said other employer than are contained in this agreement.

ARTICLE XVIII

The minimum rates of wages shall be as follows:

Chauffeurs	\$35.00 for 48 hours
Packers (Bric-a-brac, China and craters included)	32.00 for 48 hours
Helpers	30.00 for 48 hours

ARTICLE XIX

It is agreed that should any grievance, other than direct violation of this contract, arise between the parties hereto, an attempt shall be made to settle such controversy amicably. In the event such controversy cannot be settled amicably within three days of the date of the controversy, it shall be submitted to the State Board of Conciliation and Arbitration within the next three days and the State Board's decision shall be final and binding on both parties. Pending the decision, there shall be no strike or lockout, and the decision shall be retroactive to the date of the grievance.

ARTICLE XX

The terms and conditions of this agreement shall continue in full force and effect and bind both parties from the date of signing up to and including April 1, 1939. It is agreed that the parties shall present their demands for the following year sixty days prior to the expiration date of this contract and pending negotiations on the new agreement the terms and conditions of this agreement shall remain in full force and effect and during the period of such conferences there shall be no strike or lockout.

HOWELL'S, INC.—SOMERVILLE

July 11, 1938

In the matter of the joint application for arbitration of a controversy between Howell's, Inc., of Somerville, and employees. (158)

The Board awards that there shall be no change at present in the wages, hours and working conditions.

CONSOLIDATED MOTOR LINES, INC.—SPRINGFIELD

July 11, 1938

In the matter of the joint application for arbitration of a controversy between Consolidated Motor Lines, Inc., of Springfield, and employees. (170)

The Board finds that the company was within its rights in discharging the employee in question.

KAPLAN BROTHERS FURNITURE CO., INC., ADASKIN FURNITURE COMPANY, MODERN FURNITURE COMPANY, N. P. TESSIER, MASON'S AND GREEN BROS., INC.—FALL RIVER

July 11, 1938

In the matter of the joint application for arbitration of a controversy between Kaplan Brothers Furniture Co., Inc., Adaskin Furniture Company, Modern Furniture Company, N. P. Tessier, Mason's and Green Bros., Inc., of Fall River, and employees. (171)

The Board awards that there shall be no change in its decision as rendered May 16, 1938.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

July 11, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brothers & Smith Company of Norwood and employees. (184)

The Board reaffirms its decision of May 12, 1938, relative to the employee in question, but should there be any work available the Board recommends that the employee in question be given preference over other employees who might be taken from the other plants.

GOLDBERG BROTHERS AND THE HERBERT HOLTZ SHOE COMPANY—HAVERHILL

July 13, 1938

In the matter of the joint application for arbitration of a controversy between Goldberg Brothers and the Herbert Holtz Shoe Company of Haverhill and stockfitters. (180)

The Board awards that the following prices shall be paid by the above-named companies to stockfitters at Haverhill, for the work as there performed:

Stockfitting—Lamanated System:	Per 36 Pair, Net
Split soles	\$0.08
Cement soles and veneer . . . . .	.02
Assemble sole and veneer (lay) . . . . .	.025
Roll . . . . .	.025
Slash innersoles . . . . .	.017
Slash outsoles . . . . .	.02
Cement fillers (on inner) . . . . .	.045
Round innersoles (4 at a time) . . . . .	.06

By agreement of the parties, this decision shall take effect as of the date of starting the operations in question.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

July 13, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and stitchers. (186)

The Board awards that the following prices shall be paid by the Herbert Holtz Shoe Company to employees, at Haverhill, for the work as there performed:

Pattern No. 430:	Per Dozen
Fancy stitch quarters	\$0.17
Skive quarters	No change
Hand press quarters, including machine snipping . . . . .	.42
Pattern No. 425:	
Hand press fronts, including machine snipping . . . . .	.15
Skive fronts	No change
Pattern Nos. 415 and 420:	
Hand press vamp, including machine snipping . . . . .	.21
Skive vamps	No change

By agreement of the parties, this decision shall take effect as of the date of starting the operations in question.

UNITY SHOE MAKERS, INC.—HAVERHILL

July 13, 1938

In the matter of the joint application for arbitration of a controversy between Unity Shoe Makers, Inc., of Haverhill and lining makers. (191)

The Board awards that the following prices shall be paid by the Unity Shoe Makers, Inc., to employees at Haverhill, for the work as there performed:

Pattern No. 2294:	Per Dozen
Close long lap seam lining quarter, sprung	\$0.06
Match linings	.01 extra
Pattern Nos. 2208 and 2209:	
Close front seam lap lining	.05½
Match linings	.01 extra
Pattern Nos. 2317 and 2280:	
Lap fronts of lining quarter	.044
Pattern No. 2275:	
Lap fronts of linings and match linings	.054

By agreement of the parties this decision shall take effect as of the beginning of the operations in question.

SHOE MANUFACTURERS—HAVERHILL

July 15, 1938

In the matter of the joint application for arbitration of a controversy between the shoe manufacturers of Haverhill, and assemblers. (159)

The Board awards that base prices shall be paid by the shoe manufacturers of Haverhill for assembling "open heel" shoes, for the work as there performed.

This decision shall take effect from its date.

GREEN-BAR SHOE COMPANY—LOWELL

July 15, 1938

In the matter of the joint application for arbitration of a controversy between the Green-Barr Shoe Company of Lowell and cutters. (185)

The Board awards that twenty-five cents per case shall be paid by the Green-Barr Shoe Company to employees at Lowell for cutting extra large tip on Pattern No. 6660, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of the inception of the work in question.

PURITAN CAKE COMPANY, INC.—CAMBRIDGE

July 18, 1938

In the matter of the joint application for arbitration of a controversy between the Puritan Cake Company, Inc., of Cambridge and driver-salesmen. (163)

The Board finds that the Puritan Cake Company, Inc., is within its rights in replacing Leo Guenard and John Berry and in retaining Arthur Allabashi.

By agreement of the parties this decision shall take effect as of June 1, 1938.

CITY HALL TAXI COMPANY, THE COZY CAB COMPANY AND THE ROYAL TAXI COMPANY—FALL RIVER

July 28, 1938

In the matter of the joint application for arbitration of a controversy between the City Hall Taxi Company, the Cozy Cab Company and the Royal Taxi Company, of Fall River, and chauffeurs. (161)

The Board finds that under the conditions now existing in the taxi cab industry in Fall River, the above-named companies are unable to grant any increase in wages at the present time.

ARKWRIGHT CORPORATION—FALL RIVER

July 28, 1938

In the matter of the joint application for arbitration of a controversy between the Arkwright Corporation of Fall River and textile shippers and clerks. (183)

The Board awards that there shall be no change in the present rates of wages.

UNIQUE SHOE COMPANY—HAVERHILL

July 28, 1938

In the matter of the joint application for arbitration of a controversy between the Unique Shoe Company of Haverhill and stitchers. (195)

The Board awards that three cents per dozen extra shall be paid by the Unique Shoe Company to employees at Haverhill on all fitted operations on suede shoes not backed or tapes, which slow up an operator.

UNITY SHOE MAKERS, INC.—HAVERHILL

July 28, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers, Inc., of Haverhill, and fancy stitchers. (200)

The Board awards that there shall be no change in the price now paid for fancy stitching, closed condition, including shirring, Pattern No. 2294.

UNIQUE SHOE COMPANY—HAVERHILL

July 28, 1938

In the matter of the joint application for arbitration of a controversy between the Unique Shoe Company of Haverhill and fancy stitchers. (201)

The Board awards that the following prices shall be paid by the Unique Shoe Company to fancy stitchers at Haverhill, for the work as there performed:

Pattern No. 187:	Per Dozen
Stitching saddle on quarter side, two to a pair, including condition of bands	\$0.29
Stitching saddle on vamp, closed condition, including condition of bands	.37
Pleating, when closing bands over saddles, two to a pair	.02

Pattern No. 184-2:

Stitching saddles on shoes, closed condition, including condition of bands, four to a pair	.672
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By agreement of the parties the price on the above operations shall take effect as of the date of starting the work in question.

Pattern No. 184:

Twelve cents per dozen extra shall be paid on any shoes coming on this pattern from the date of this decision.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

July 28, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and closers. (202)

The Board awards that the following prices shall be paid by the Herbert Holtz Shoe Company to employees at Haverhill for the work as there performed:

Pattern No. 445:	Per Dozen
Singer Machine:	
Closing vamp, including condition of flaps	\$0.08
Pattern No. 455:	
Singer Machine:	
Closing vamp, including condition of flaps	.10

By agreement of the parties, this decision shall take effect as of the date of starting the operations in question.

GOLDBERG BROTHERS SHOE COMPANY—HAVERHILL

July 28, 1938

In the matter of the joint application for arbitration of a controversy between Goldberg Brothers Shoe Company of Haverhill and stitchers. (204)

The Board awards that the following prices shall be paid by Goldberg Brothers Shoe Company to employees at Haverhill, for the work as there performed:

Pattern No. 514:	
Pressing vamps with welt seams; one cent per dozen extra.	
Top stitching quarter on shoe over vamp already fitted; no change.	
Stitching lines; no change.	
Stitching mudguards; no change.	

By agreement of the parties this decision shall take effect as of the date of the start of the operations in question.

SECURITY MILLS, INC.—NEWTON

August 3, 1938

In the matter of the joint application for arbitration of a controversy between the Security Mills, Inc., of Newton, and employees. (181)

The Board awards despite the fact that it is somewhat impressed by the present competitive conditions as applying to this particular mill, is constrained, however, in view of the present anticipated upturn in business, not to grant the relief requested by the company at this time.

The Board, therefore, awards that the present wage scale shall continue in full force and effect for a period of six months from the date of this decision, at which time the Board reserves the right to again review and study the wage scale and to adjust it in conformity with the conditions existing at that time.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

August 8, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brothers & Smith Company of Norwood and employees. (190)

The Board finds that the company, failing to have reached an agreement with the union, should have arbitrated the wage scale of the employees in question.

By agreement of the parties, this decision shall take effect as of May 31, 1938.

GRAND SHOE COMPANY—HAVERHILL

August 8, 1938

In the matter of the joint application for arbitration of a controversy between the Grand Shoe Company of Haverhill and employees. (206)

The Board awards that the Grand Shoe Company shall have the privilege of operating a cutting room shift from 4 p. m. to 9 p. m. to cover this particular emergency. In granting such privilege, however, the Board does not intend it to be accepted as a precedent for further similar requests.

FREEDLENDER SHOE COMPANY AND THE DAINTY MAID SHOE COMPANY—HAVERHILL

August 9, 1938

In the matter of the joint application for arbitration of a controversy between the Freedlender Shoe Company and the Dainty Maid Shoe Company of Haverhill and Cutters. (192)

The Board awards that the following prices shall be paid by the above-named companies, for the work as there performed:

Freedlender Shoe Company:

Pattern No. 2117; no change.

Dainty Maid Shoe Company:

Pattern No. 318; no change.

DAINTY MAID SHOE COMPANY, THE GRAND SHOE COMPANY AND THE THE UNITY SHOEMAKERS CORPORATION—HAVERHILL

August 9, 1938

In the matter of the joint application for arbitration of a controversy between the Dainty Maid Shoe Company, the Grand Shoe Company and the Unity Shoemakers Corporation and outside cutters. (193)

The Board awards that the following prices shall be paid by the above-named companies to outside cutters at Haverhill, for the work as there performed:

Dainty Maid Shoe Company, Pattern No. 326:

Per 100 Pair

Grand Shoe Company, Pattern No. 8558:

Cutting collar

\$1.97

Unity Shoemakers Corporation:

Pattern Nos. 2394, 2397, 2301, 2333, 2362, 2376:

That base price of a seamless shall apply on above patterns for work as there performed:

BEGGS & COBB, INC.—WINCHESTER

August 10, 1938

In the matter of the joint application for arbitration of a controversy between Beggs & Cobb, Inc., of Winchester and buffers. (198)

The Board awards that the following sizes shall be adopted on splits for the Buzzell buffers:

S—Up to and including 3 feet

A—3¼ feet to 5¼ feet inclusive

B—5½ feet to 8¼ feet inclusive

C—8½ feet and over

In view of the fact that conditions in the other plants are not comparable the Board recommends a readjustment by the company of the present piece work rates to meet the changed conditions in sizing.

ALGY SHOE COMPANY—EVERETT

August 11, 1938

In the matter of the joint application for arbitration of a controversy between the Algy Shoe Company of Everett and edgesetters. (222)

The Board awards that six cents per case shall be paid by the Algy Shoe Company to edgesetters at Everett on the No. 4 grade for staining shanks on the following light-colored shoes:

All white shoes

All shades of white linen

All prints with white background

Light yellow

Light python

Light blue

Light green

Light grey

Light beige

Light pink

**L. S. ELDRIDGE & SON, INC., AND THE NEW BEDFORD FISH COMPANY—
NEW BEDFORD**

August 15, 1938

In the matter of the joint application for arbitration of a controversy between L. S. Eldridge & Son, Inc., and the New Bedford Fish Company of New Bedford and truck drivers. (187)

The Board awards that the following rates shall apply to truck drivers driving to New York City and Philadelphia:

New York City	\$15.00 round trip
Philadelphia	18.00 round trip

The rate shall apply only when the employer does not take back a return load.

In addition to the above rates such other expense monies as the drivers formerly received shall continue to apply.

The following rates shall apply when return loads are made:

	Per Hour
Any three axle units	\$0.65
Trucks, five tons or over . . . . .	.60
Trucks, under five tons . . . . .	.55

Expenses

Employees required to sleep away from home shall be paid for sleeping quarters for each night so required at \$1.50 for each night; road drivers over 100-mile radius shall receive the sum of \$2.00 and \$1.00 for each additional hundred miles thereafter and shall be reimbursed for any other expense required for the conduct of the business.

This decision shall be in full force and effect for a period of six months, dating from June 17, 1938.

GOLD SEAL SHOE CORPORATION—LYNN

August 16, 1938

In the matter of the joint application for arbitration of a controversy between the Gold Seal Shoe Corporation of Lynn and heel workers. (194)

The Board awards that the work as performed by the wood heelers on alligator heels at the Gold Seal Shoe Corporation does not constitute match-marking. The Board awards, however, that the heelers shall receive an extra of nine cents per case for the additional work performed on alligator heels.

By agreement of the parties, this decision shall take effect as of the date of the inception of the work in question.

BENZ KID COMPANY—LYNN

August 16, 1938

In the matter of the joint application for arbitration of a controversy between the Benz Kid Company (Factory No. 1) of Lynn and employees in the finishing department. (197)

The Board finds that the employee in question is displacing a female employee who has departmental seniority rights.

CHRIS LAGANAS SHOE COMPANY—LOWELL

August 18, 1938

In the matter of the joint application for arbitration of a controversy between the Chris Laganas Shoe Company of Lowell and treers. (205)

The Board awards that \$1.21 per case shall be paid by the Chris Laganas Shoe Company to employees at Lowell for treeing tip and foxing, combination shoe, which consists of alligator and suede, for the work as there performed.

By agreement of the parties this decision shall take effect from the date of the inception of the work in question.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

August 18, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz shoe Company of Haverhill and top stitchers. (207)

The Board awards that there shall be no change in the price now paid by the Herbert Holtz Shoe Company to employees at Haverhill for top stitching Pattern No. 455, for the work as there performed.

By agreement of the parties, this decision shall take effect as of the date of beginning the operation in question.

UNIQUE SHOE COMPANY—HAVERHILL

August 18, 1938

In the matter of the joint application for arbitration of a controversy between the Unique Shoe Company of Haverhill and top and fancy stitchers. (208)

The Board awards that the following prices shall be paid by the Unique Shoe Company to employees at Haverhill, for the work as there performed:

Pattern No. 187:	Per Dozen
To fancy stitchers for unfolding bows before stitching to shoe	\$0.06 extra

Pattern No. 188:

Inserting gores when top stitching196
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Stitching plug in shoe	No change
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If gores are stitched to outside of shoe	No change
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By agreement of the parties this decision shall take effect as of the date of starting the operations in question.

HAVERHILL SHOE MANUFACTURERS—HAVERHILL

August 18, 1938

In the matter of the joint application for arbitration of a controversy between the Haverhill shoe manufacturers and French cord stitchers, French cord turners and top stitchers. (209)

The Board awards that there shall be no change in the prices now paid by the Haverhill shoe manufacturers to employees at Haverhill for French cord stitching, French cord turning and top stitching all patterns on scalloped shoes, for the work as there performed.

By agreement of the parties, this decision shall take effect as of the date of application.

GOLDBERG BROTHERS SHOE COMPANY—HAVERHILL

August 18, 1938

In the matter of the joint application for arbitration of a controversy between Goldberg Brothers Shoe Company of Haverhill and pressers. (211)

The Board awards that \$0.481 per hour shall be paid by Goldberg Brothers Shoe Company to employees at Haverhill for pressing shoes on new type machine, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of starting the operation in question.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

August 18, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and top stitchers. (215)

The Board awards on Pattern No. 2322 at the Unity Shoe Makers Corporation that there shall be no change in the price now paid to top stitchers when the gores are stitched to the outside, but when the gores are stitched to the lining, causing an extra fitting condition, twelve cents per dozen extra shall be paid, for the work as there performed.

By agreement of the parties, this decision shall take effect as of the date of beginning the operations in question.

PETERSON PATENT LEATHER COMPANY, JOHN J. RILEY COMPANY, A. H. McLATCHY COMPANY, KEAN-BEDELL, INC.

August 26, 1939

In the matter of the joint application for arbitration of a controversy between Peterson Patent Leather Company, John J. Riley Company, A. H. McLatchy Company, Kean-Bedell, Inc., and Employees. (188)

The Board awards that the present rates of wages in the above-named plants shall remain unchanged.

MAYFAIR SHOE CORPORATION—NEWBURYPORT

August 26, 1938

In the matter of the joint application for arbitration of a controversy between Mayfair Shoe Corporation of Newburyport and Finishers. (203)

The Board awards that there shall be no change in the present prices in the operation of rolling and finishing black bottom shoes.

SAUSAGE MFRS. ASSOCIATION OF NEW ENGLAND

August 26, 1938

In the matter of the joint application for arbitration of a controversy between Sausage Mfrs. Association of New England and Allied Market Workers' Local Industrial Union No. 202. (210)

The Board awards the following as its decision:

That the number of foremen at the plant of Carl A. Weitz, Somerville, shall be limited to three.

That two foremen on the fourth floor of the Colonial Plant, Boston, are enough for the supervision required thereon.

That by agreement of parties, two foremen are deemed to be sufficient for supervision of the sausage department on the third floor of said Colonial plant and the Board so awards.

That the title of "foreman" held by the man operating the "flying" machine on the fourth floor of the Boston Sausage Company shall be dropped.

That in the shipping and receiving room of the Park Sausage Plant, 200 State Street, the employer shall designate one of the four employees to be shipper and receiver.

That the man who does some packing shall not be excluded from membership in the Union.

That the status of the two men described as "trucker" and "mechanic" does not come within the scope of this arbitration.

That representatives of the parties agreed that no change is necessary in the supervisory personnel in manufacturing, shipping and receiving departments in the Boston plants of the New England Provision Company and F. W. Baldau Company, and the Board so awards.

KINCHLA'S EXPRESS—BRIGHTON

August 26, 1938

In the matter of the joint application for arbitration of a controversy between Kinchla's Express of Brighton and Chauffeurs. (213)

The Board awards the employee in question was justifiably discharged.

EASTERN GAS AND FUEL ASSOCIATES—EVERETT

August 29, 1938

In the matter of the joint application for arbitration of a controversy between Eastern Gas and Fuel Associates and workers at the Everett plant. (189)

The Board in denying the petition of the company for a wage decrease has given serious consideration to the present decline in the sales and profits of the company, but is constrained, in view of the anticipated upturn in business, not to grant said decrease at the present time.

The present financial condition of the company likewise does not allow for a wage increase to be granted to the employees of the company at the present, and, therefore, said petitions are hereby denied without prejudice.

VERZA TANNING COMPANY—PEABODY

August 29, 1938

In the matter of the joint application for arbitration of a controversy between Verza Tanning Company of Peabody and Firemen. (214)

The Board awards that the following wages shall be paid:

Engineer	\$39.00 per week
Night man	31.00 per week

This decision shall take effect as of the next payroll date.

PILOT SHOE COMPANY—CHELSEA

September 6, 1938

In the matter of the joint application for arbitration of a controversy between Pilot Shoe Company of Chelsea and Fancy Stitchers. (216)

The Board awards that the price on fancy stitching on Pattern Lattice shall be \$3.36 per case of 36 pairs.

This decision shall take effect from the inception of the new work.

WINSLOW BROS. & SMITH COMPANY

September 6, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Bros. & Smith Company and Yardman. (233)

The Board awards that the company was within its rights in transferring the employee in question to his original occupation and in retaining the seniority rights of this employee.

WINSLOW BROS. & SMITH COMPANY

September 6, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Bros. & Smith Company and two yardmen. (234)

The Board awards that seniority on an occupation starts from the date an employee is hired. The question of one man being hired a few hours earlier than another does not, in the opinion of the Board, entitle him to seniority over the man who was employed a few hours later. The fact that both men were employed on the same date gives both the same seniority rating.

ENTERPRISE UPHOLSTERY COMPANY—BOSTON

September 6, 1938

In the matter of the joint application for arbitration of a controversy between Enterprise Upholstery Company of Boston and Employee. (235)

The Board awards that the discharge of the employee in question by the Company was justifiable.

LIGGETT DRUG COMPANY—BOSTON

September 6, 1938

In the matter of the joint application for arbitration of a controversy between Liggett Drug Company of Boston and employees. (240)

The Board awards the hours of labor in the Liggett Stores (Carney-Seeman district) shall be:

Fifty-two hours a week for male and

Forty-six hours a week for female.

This decision to take effect beginning a week following the day of decision.

LOWELL SHOE COMPANY—LOWELL

September 7, 1938

In the matter of the joint application for arbitration of a controversy between Lowell Shoe Company of Lowell and Vampers and Shoe Cutters. (218)

The Board awards the following:

	Patterns 555 and 556	Per Case 36 Pairs
Base price on Vamping on Bal oxford		\$0.60
Extras stays . . . . .		.06
Extra hold back lining . . . . .		.06
Extra hold back tongue . . . . .		.06
Closed condition of lining . . . . .		.06
Total		\$0.84

Price and one half shall be paid for machine cutting as work is performed in factory without matching. Where one half of case is cut right side up and then leather has to be turned over and cut wrong side up on suede kid total

.83 per case (36 Pairs)

.42 per case (36 Pairs)

\$1.25 per case (36 Pairs)

This decision shall take effect from conception of this work.

EASTERN SHOE MANUFACTURERS ASSOCIATION INC.

September 7, 1938

In the matter of the joint application for arbitration of a controversy between Eastern Shoe Manufacturers Association Inc. and Cutters. (223)

The Board awards the price of \$2.71 for cutting of so-called mudguard shoes and block cutting on a gore front and on a stripping vamp and quarter. (Per case of 36 pairs.)

J. B. BLOOD COMPANY

September 8, 1938

In the matter of the joint application for arbitration of a controversy between J. B. Blood Company and employees. (217)

The Board awards

That seniority is to be based on departments as outlined in its decision as rendered under date of May 24, 1938 as follows:

- (a) House-to-house retail salesmen for bakery and other merchandise;
- (b) Freight truck drivers and helpers. (The men covered are the drivers whose usual work is bringing freight from Boston from docks or from railway freight yards, market-to-market and Beehive bakery stores;
- (c) Delivery truck drivers. Men in question are the drivers whose usual work is delivering merchandise from markets to customers, butter, cheese and eggs.
- (d) Warehouse helpers and platform helpers.

The Board awards that Higgins is not entitled to retro-active back pay.

The Board awards that Gillbrock shall be paid at chauffeur's rate.

The Board awards that the butter and egg drivers and the Beehive bakery drivers are not entitled to retro-active back pay.

The Board awards that supervisors shall have the right in an emergency to operate bakery routes during vacation periods when competent route men are not available.

The Board awards on the question of Saturday afternoon overtime pay for freight truck drivers that, inasmuch as the employer has taken no appeal from the decision of the Board as rendered May 24, 1938, in this regard that the award shall be complied with.

The Board awards relative to the commission men being held down to a specific time for being employed as commission men, that the award of this Board was to the effect that the men should drive these trucks five days a week, from Monday through Friday, and work through Saturday, and be guaranteed \$25.00 for the week's work. All the work in excess of 48 hours would entitle them to overtime. The Board can find, therefore, no justification for granting to the commission men the privilege of working unlimited hours, since the hours of labor are specifically stated in the award. This decision is retro-active from March 15th.

ALBERTI IMPORTING AND EXPORTING COMPANY—BOSTON

September 8, 1938

In the matter of the joint application for arbitration of a controversy between Alberti Importing and Exporting Company of Boston and Employee. (227)

The Board awards that the employee in question was justifiably discharged.

NEW ENGLAND LAUNDRIES—WINCHESTER

September 8, 1938

In the matter of the joint application for arbitration between New England Laundries, Winchester, Mass., and United Laundry and Dry Cleaning Workers, Local Industrial Union No. 357. (243)

The Board awards that while it does not condone the action of the employee in question, which is a clear violation of the established practice in the industry, the extenuating circumstances in the case justify the Board in awarding that the employee be returned to his former occupation. The Board is influenced in this decision by reason of the fact that the incident took place prior to an understanding between the company and the Union.

ROSENTHAL & DOUCETTE, INC.

September 9, 1938

In the matter of the joint application for arbitration of a controversy between Rosenthal & Doucette, Inc. and Wood Heelers. (182)

The Board awards that the price for wood heel hand cutting shall be 57c a case (thirty-six pairs).

This decision to take effect from January 18, 1938.

UNITY SHOE MAKERS CORPORATION

September 9, 1938

In the matter of the joint application for arbitration of a controversy between Unity Shoe Makers Corporation and Bed Lasters. (221)

The Board awards that there shall be no change in present price for bed lasting mud-guard shoes. This decision to take effect from the beginning of the work.

UNITY SHOE MAKERS CORPORATION

September 9, 1938

In the matter of the joint application for arbitration of a controversy between Unity Shoe Makers Corporation and Lining Ironers. (224)

The Board awards the price to be paid for ironing kid linings shall be 15c for thirty-six pairs and 6c for wetting, making a total of 21c for wetting and ironing thirty-six pairs.

This decision to take effect from August 1, 1938.

I. SCHNEIERSON & SONS, INC.—FALL RIVER

September 9, 1938

In the matter of the joint application for arbitration of a controversy between I. Schneiersson & Sons, Inc., Fall River, and Employees, (Point 1). (236)

The Board awards that the contract, signed by the company and now in effect, with the International Ladies Garment Workers Union, contains a clause wherein it is agreed as follows:

"The employer agrees to employ none but members of the International Ladies Garment Workers Union. Exceptions shall be made for those engaged in supervisory capacity and non-productive labor. This shall not restrict the right of the employer to hire anyone of his choice. Any newly hired employee, however, shall be required to join the Union if retained after a trial of a period of six weeks."

In view of this agreement the Board is constrained to award that the company is in violation of Clause Four of the agreement in the continuation in employment of those employees who are not now members of that Union.

ROBINSON TOOHEY COMPANY AND NEVINS AUTO COMPANY

September 13, 1938

In the matter of the joint application for arbitration of a controversy between Robinson Toohey Company and Nevins Auto Company and employees. (196)

The Board awards that the following wage schedule shall apply in the above-named companies:

First class mechanics (radio, electric and carburetor)	67½c an hour
Second class mechanics	57½c an hour
Apprentices:	
First year	37½c an hour
Second year	42c an hour
Third year	48c an hour
Fourth year	55c an hour
Helpers (washers and greasers)	40c an hour
Stock clerks:	
Senior	\$30.00 a week
Junior	22.00 a week
Apprentices	16.00 a week
Service salesmen	27.50 a week
Painters and body men	70c an hour

The Board awards there shall be no guaranteed work week nor shall there be an elimination of flat rates. It is understood that employees receiving over and above the minimum rates herein specified shall not be reduced by reason of this decision.

R. JONAS SHOE COMPANY—HAVERHILL

September 13, 1938

In the matter of the joint application for arbitration of a controversy between R. Jonas Shoe Company of Haverhill and fancy stitchers. (219)

The Board awards that the following prices shall be paid by the R. Jonas Shoe Company to employees at Haverhill, for the work as there performed:

Fancy stitching:	Per Dozen
Pattern No. 405:	
Stitching vamp pieces on lining	No change
Pattern No. 407:	
Stitching vamp on lining and stitch lines	No change

R. JONAS SHOE COMPANY—HAVERHILL

September 13, 1938

In the matter of the joint application for arbitration of a controversy between the R. Jonas Shoe Company of Haverhill and top stitchers. (220)

The Board finds that the condition caused by poor fitting patterns on top stitching has been corrected.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

September 13, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and skivers and pressers. (225)

The Board awards that the following prices shall be paid by the Unity Shoe Makers Corporation to employees at Haverhill, for the work as there performed:

Pattern No. 2466:	Per Dozen
Skiving scalloped vamp	No change
Hand pressing scalloped vamp; no change in corrected price	\$0.202

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

September 13, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and top stitchers. (226)

The board awards that the following prices shall be paid by the Unity Shoe Makers Corporation to employees at Haverhill, for the work as there performed:

Top stitching:	Per Dozen
Pattern No. 2313 and similar patterns:	
Top stitching vamp:	
Post machine	\$0.165
Flat machine	.198

Pattern No. 2375:

Top stitching shoe after gores are stitched in shoe	No change
Top stitching shoe with gore stitched on lining	.12 extra

Pattern No. 2360:

Top stitching shoe after gores are stitched in shoe	No change
Top stitching shoe after gores are stitched on lining	.12 extra

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

September 13, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and fancy stitchers. (228)

The Board awards that the following prices shall be paid by the Unity Shoe Makers Corporation to employees at Haverhill, for the work as there performed:

Fancy stitching:	Per Dozen
Pattern No. 2462:	
Stitching vamp on lining and inserting gores	No change
Bar quarter at heel, hold back lining:	
Post machine	\$0.16
Flat machine	.20
Stitching mudguards, double needle	No change
Condition of doubler over edge of mudguard when stitched on	.04 extra
If doublers fit properly	No extra

By agreement of the parties, this decision shall take effect as of the date of beginning the operation in question.

KASENOF'S MODEL BAKING COMPANY—ROXBURY

September 15, 1938

In the matter of the joint application for arbitration of a controversy between Kasanof's Model Baking Company of Roxbury and bakery driver-salesmen. (230)

The Board finds that the employee in question was unjustifiably discharged.

By agreement of the parties this decision shall take effect as of August 16, 1938.

VERZA TANNING COMPANY—PEABODY

September 16, 1938

In the matter of the joint application for arbitration of a controversy between the Verza Tanning Company of Peabody and togglers. (229)

The Board awards that the employee in question is not entitled to any retroactive pay. However, when there is sufficient work available in the toggling department of the Verza Tanning Company, the employee in question should be given an opportunity to work, in accordance with his seniority rights.

R. JONAS SHOE COMPANY—HAVERHILL

September 16, 1938

In the matter of the joint application for arbitration of a controversy between the R. Jonas Shoe Company of Haverhill and wood heelers. (238)

The Board awards that the R. Jonas Shoe Company shall pay to employees at Haverhill 66 cents per 36 pair for cutting on the "Dutchy" heel by hand, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of starting the operation in question.

WHITE STAR LAUNDRY COMPANY, EMPIRE LAUNDRY COMPANY AND SNOW WHITE LAUNDRY COMPANY—BROCKTON

September 19, 1938

In the matter of the joint application for arbitration of a controversy between the White Star Laundry Company, the Empire Laundry Company and the Snow White Laundry Company, of Brockton, and productive workers. (168)

The Board awards as follows:

1. That the rate of pay now prevailing in the above-named laundries shall be continued. The Board, however, recommends that the laundries shall be put on a piece or pound basis.
2. That the employers shall not be called upon to pay productive workers time and one-half for work done before 7 a. m. and after 5 p. m.
3. That the employers shall not be compelled to pay time and one-half to productive workers for work done during the hours in excess of 48 hours.
4. That the employers shall observe the ten holidays referred to in the application.
5. That the ten holidays are to be given without pay.

6. That beginning with the year 1939 productive employees who have been in the employ of the company for one year or more shall be granted a week's vacation with pay.

7. That the employers shall grant to their employees a 50% discount on their personal laundry. In the event of the abuse of this privilege, the Board reserves the right to withdraw such privilege.

THE BENZ KID COMPANY—LYNN

September 20, 1938

In the matter of the joint application for arbitration of a controversy between the Benz Kid Company (Factory No. 1) of Lynn, and platers. (245)

The Board finds that there is no violation of seniority rights.

MANHATTAN LAUNDRY—SOMERVILLE

September 22, 1938

In the matter of the joint application for arbitration of a controversy between the Manhattan Laundry of Somerville and productive workers. (199)

The Board awards as follows:

1. That the rates of pay now prevailing in the Manhattan Laundry shall be continued and the management shall arrange to provide uninterrupted work hours to productive workers.

2. That one week's vacation with pay shall be granted to productive workers in the employ of the company for one year or more after June 1, 1938.

3. That the management shall arrange to apportion the work among the available workers.

GREEN-BAR SHOE COMPANY

September 22, 1938

In the matter of the joint application for arbitration of a controversy between Green-Bar Shoe Company and French Cord Stitchers and French Cord Turners. (237, 241)

The Board awards that the following prices shall be paid by the Green-Bar Shoe Company to employees at Haverhill for the work as there performed:

French Cord Stitching and Pressing:	Per 36 Pairs
Pattern No. 7360—Sally vamp	\$0.42
One stray quarter (heel seam to end of strap)	.36
Pump Stitching:	
Pattern No. 7360—Two-strap Sally pump	1.60
Pattern No. 7560—Condition—Gores stitched to lining	.20
Fancy Stitching:	
Pattern No. 7760—Double needle stitching on vamp	1.44
Pattern No. 7560—Double needle stitching on vamp	1.21

By agreement of the parties, this decision shall take effect as of the date of starting the work in question.

PHYLLIS SHOE COMPANY

September 22, 1938

In the matter of the joint application for arbitration of a controversy between Phyllis Shoe Company and employees. (239)

The Board awards that on combination plug and tongue, Pattern No. 220, the price shall be \$0.08 per 36 pairs.

This decision, by agreement of the parties, shall take effect as of the date of starting the work in question.

KASANOF'S MODEL BAKING COMPANY—BOSTON

September 28, 1938

In the matter of the joint application for arbitration of a controversy between the Kasanof's Model Baking Company of Boston and driver-salesmen. (212)

The Board awards that the 1937 contract shall be continued, with the same wage scale.

By agreement of the parties this decision shall take effect as of August 1, 1938.

J. B. BLOOD COMPANY—LYNN

September 28, 1938

In the matter of the joint application for arbitration of a controversy between J. B. Blood Company of Lynn and chauffeurs. (246)

The Board finds that the employees in question were justifiably discharged.

HOTEL KENMORE—BOSTON

September 28, 1938

In the matter of the joint application for arbitration of a controversy between the Hotel Kenmore and employees. (247)

The Board finds that in Section 13 of the agreement signed, it definitely states that all employees shall be given one week's vacation with pay during the year after one year of continuous service. The Board interprets this to mean that any employee of the hotel during the year of the contract, having served one year, is entitled to one week's vacation with pay. The Board also finds that any employee temporarily laid off for lack of work is still considered in the employ of the hotel during the lay-off.

JOHN J. FLYNN & SONS—SALEM

October 3, 1938

In the matter of the joint application for arbitration of a controversy between John J. Flynn & Sons of Salem, and employees. (244)

The Board awards that the following prices shall be paid by John J. Flynn & Sons to employees at Salem, for the work as there performed:

Staking:	Per Dozen
Linings	\$0.05¼
Crust bag leather . . . . .	.10
Finish bag leather . . . . .	.07
Grain coat, 1st way . . . . .	.09
Grain coat, second way . . . . .	.07
Ironing machine . . . . .	.05¼

SULKIS SHOE COMPANY—MARLBOROUGH

October 4, 1938

In the matter of the joint application for arbitration of a controversy between the Sulkis Shoe Company of Marlborough and fancy stitchers. (231)

The Board awards that there shall no be change in the price now paid to fancy stitchers on Model No. 250-15 and Model No. 300-15, for the work as there performed. The Board further awards that the fancy stitchers are entitled to back pay for work previously done on Model No. V 225-75 to the amount of fifteen cents per case.

By agreement of the parties the decision on the above items shall take effect as of August 18, 1938.

The Board further awards that a price of ninety cents per case shall be paid to fancy stitchers on Model No. 300-18, for the work as there performed, this price to take effect as of the date of this decision.

N. H. POOR LEATHER COMPANY—PEABODY

October 4, 1938

In the matter of the joint application for arbitration of a controversy between the N. H. Poor Leather Company of Peabody and seasoners. (260)

The Board awards that the N. H. Poor Leather Company shall pay to women workers on the seasoning machine \$19.00 per week for forty hours, for the work as there performed.

FREEDLENDER SHOE COMPANY—HAVERHILL

October 10, 1938

In the matter of the joint application for arbitration of a controversy between the Freedlender Shoe Company of Haverhill and employees. (251)

The Board awards that the following prices shall be paid by the Freedlender Shoe Company to employees at Haverhill for work performed on platform shoes, for the work as there performed:

Third Grade:	Per 36 Pair (Net Price)
Die out half platform, not scarfed, tie up, mark size	\$0.115
Scarf half platform on Apex machine . . . . .	.055
Cement half platform and pound down platform with hammer on sole . . . . .	.075
Lay soles with half platform attached, using long staples in forepart and short staples in shank:	
Cubans . . . . .	.235
Louis . . . . .	.265
McKay sewing half platform, heel to heel . . . . .	.30
Beat out half platform . . . . .	.236
Trim edges . . . . .	.315
Set edges . . . . .	.315
Bind half platforms . . . . .	.141

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GRAND SHOE COMPANY—HAVERHILL

October 10, 1938

In the matter of the joint application for arbitration of a controversy between the Grand Shoe Company of Haverhill and employees. (252)

The Board awards that the following prices shall be paid by the Grand Shoe Company to employees at Haverhill for work performed on platform shoes, for the work as there performed:

Second Grade:	Per 36 Pair (Net Price)
Die out half platforms, scarfed, mark size, put away	\$0.13
Tack half platform to sole on tack tacker, two staples	.08
McKay sewing, heel to heel	.33
McKay sewing half platform before sole is laid	.22
Staple half platforms on sole laying machine	.18
Lay soles, using long staple in forepart and short staple in shank:	
Cubans	.26
Louis	.29
Laying soles on half platforms on conveyor	.27
Trim edges	.394
Set edges	.394
Bind half platforms	.156

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

October 10, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and employees. (253)

The Board awards that the following prices shall be paid by the Herbert Holtz Shoe Company to employees at Haverhill for work performed on platform shoes, for the work as there performed:

Second Grade	Net Price (Per 36 Pairs)
Die out half platform, scarfed, mark sizes, put away	\$0.13
Cement half platform, first coat by hand, lay on rack, assemble	.192
Attach half platform on sole laying machine, two staples	.14
Lay half platform on conveyor	.262
Ruffing scarf, insert two tacks and pound	.20
Cement half platform, second coat by hand on shoe	.179
Staple half platforms after platforms are laid	.06
Lay soles on platforms on conveyor	.27
Trim edges	.394
Set edges	.394
Bind half platforms	.156

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

R. JONAS SHOE COMPANY—HAVERHILL

October 10, 1938

In the matter of the joint application for arbitration of a controversy between the R. Jonas Shoe Company of Haverhill and employees. (254)

The Board awards that the following prices shall be paid by the R. Jonas Shoe Company to employees at Haverhill for work performed on platform shoes, for the work as there performed:

Third Grade:	Per 36 Pair (Net Price)
Die out half platform, scarfed, mark size, tie up	\$0.13
Die out half platform, not scarfed, tie up, mark size	.115
Scarf on Apex machine on half platform	.055
Attach half platform on sole laying machine	.154
Lay soles on half platforms, using long staple in forepart and short staple in shank	
Cubans	.235
Louis	.265
Stitch soles on half platform, heel to heel	.30
Beating out	.236
Edgetrimming	.315
Edgesetting	.315
Binding	.141

Full Platforms:	Per 36 Pair (Net Price)
Die out full platform, mark sizes, tie up	\$0.13
Lay full platform on sole laying machine . . . . .	.21
Lay soles on full platform . . . . .	.19
McKay sewing full platform, heel to heel . . . . .	.30
Beat out full platform . . . . .	.236
Trim edges . . . . .	.315
Set edges . . . . .	.315
Bind full platforms . . . . .	.37

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

UNIQUE SHOE COMPANY—HAVERHILL

October 10, 1938

In the matter of the joint application for arbitration of a controversy between the Unique Shoe Company of Haverhill and employees. (255)

The Board awards that the following prices shall be paid by the Unique Shoe Company to employees at Haverhill for work performed on platform shoes, for the work as there performed:

Third Grade:	Per 36 Pair (Net Price)
Die out platforms, not scarfed	\$0.115
Scarf half platform on Apex machine . . . . .	.055
Attach half platform on innersole tacker . . . . .	.135
Lay soles on half platform shoes:	
Cubans . . . . .	.235
Louis . . . . .	.265
McKay sewing half platform, heel to heel . . . . .	.30
Beat out half platform . . . . .	.236
Trim edges . . . . .	.315
Set edges . . . . .	.315
Bind half platform . . . . .	.141

Full Platform:	Per 36 Pair (Net Price)
Die out full platform, mark size, tie up	\$0.13
Reduce full platform on Apex machine, all around . . . . .	.09
Tack full platform on shoe . . . . .	.195
Lay soles on full platform:	
Cubans . . . . .	.19
McKay sewing full platform, heel to heel . . . . .	.30
Beat out full platform . . . . .	.236
Trim edges . . . . .	.315
Set edges . . . . .	.315
Bind full platform . . . . .	.37

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

October 10, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and employees. (256)

The Board awards that the following prices shall be paid by the Unity Shoe Makers Corporation to employees at Haverhill, for work performed on platform shoes, for the work as there performed:

Special Grade:	Per 36 Pair (Net Price)
Die out half platform, not scarfed	\$0.11
Mark sizes and tie up . . . . .	.03
Scarf by hand . . . . .	.07
Slash through roller and gauge . . . . .	.05
Cement half platform, using gun . . . . .	.192
Staple half platform, two staples . . . . .	.16
Lay half platforms on conveyor . . . . .	.30
Ruffing forepart binding and scarf . . . . .	.15
Lay soles on half platforms on conveyor . . . . .	.33
Trim edges, using concaved cutter . . . . .	.435
Set edges, using concaved iron . . . . .	.435
Bind half platform . . . . .	.165

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

ATLANTIC TANNING COMPANY—PEABODY

October 10, 1938

In the matter of the joint application for arbitration of a controversy between the Atlantic Tanning Company of Peabody and tackers and buffers. (259)

The Board awards that the following shall be the system of sizing and the rates of wages to be paid by the Atlantic Tanning Company to employees at Peabody, for the work as there performed:

TACKING SPLITS

Regular—White—Suedes

No. of Splits to Pack	Rate Per 100 Splits	Brushed	No. of Feet to Dozen
	9¼ to 11 Oz. Splitting		
Up to 210	\$2.20	\$2.60	100 to 200
210 to 350	1.95	2.35	60 to 100
	9 Oz. Splitting		
Up to 375	1.95	2.35	60 to 100
375 to 525	1.66	1.96	40 to 60
	Up to 8 Oz. Splitting		
Up to 400	1.95	2.35	60 to 100
400 to 600	1.66	1.96	40 to 60
600 and up	1.38	1.38	Up to 40
No. of Splits to Pack	Rate Per 100 Splits	Brushed	
	Kips		
Up to 175	\$3.15		
175 to 325	2.75		\$3.23
325 to 500	2.10		2.50
500 to 600	1.95		2.25
600 to 800	1.66		1.86
800 to 1000	1.57		1.77
Over 1000	1.38		1.58

BUFFING

Day work rate: 79c per hour

Up to 325	Spot	.32	
	Single	1.05	
	2 Cuts, up and down	2.10	
325 to 400	Spot	.32	
	Single	.90	
	2 Cuts, up and down	1.78	
400 to 600	Spot	.22	
	Single	.47	
	2 Cuts, up and down	.78	
Over 600	Spot	.22	
	Single	.42	
	2 Cuts, up and down	.73	
Regular (Kips):	Single		2 Cuts Up and Down
Up to 400	1.05		2.10
Over 400	.90		1.78
X Process (Sides):			
Up to 325	1.05		1.84
325 to 400	.90		1.84
400 to 600	.78		1.84
Over 600	.73		1.57
X Process (Kips):			
Up to 600	1.05		1.84
Over 600	.78		1.57

These figures are based on a 700-lb. load per wheel, shaved weight. Loads in excess of 700-lb. per wheel to be adjusted accordingly.

By agreement of the parties, this decision shall take effect as of August 24, 1938.

NEW ENGLAND FRUIT & VEGETABLE ASSOCIATION

October 13, 1938

In the matter of the joint application for arbitration of a controversy between members of the New England Fruit & Vegetable Association and repackers and strippers. (232)

The Board awards the attached agreement as its decision, which agreement shall be signed by both parties.

TOMATO AGREEMENT

This Agreement made and entered into by and between the Employer and FEDERAL LABOR UNION LOCAL 20588, Fruit and Vegetable Distributors' Union of Boston, Massachusetts.

In consideration of the covenants herein agree to as follows:

WITNESSETH

ARTICLE I

A duty rests upon the Employer, upon the Union and upon each and every Employee to eliminate the causes of dispute and to promote the spirit of co-operation among Employer and Employee.

ARTICLE II

Section 1. The Union agrees that the Employer shall have the right to hire new employees in the open market, but the Employer agrees that all such new employees shall become members of the Union in good standing not later than two (2) weeks from the date of the beginning of their employment. The Union agrees to accept in membership any employee so hired, providing he has not had any previous difficulties with the Union.

Section 2. New hired help as provided for in Section 1, Article II, shall receive the union scale of wages and hours of labor and other working conditions as provided for in this agreement, and shall pay the whole or part of their initiation fee upon being hired.

Section 3. It is further agreed that all employees other than office help shall be members of Local 20588, American Federation of Labor.

Section 4. Upon notification to any employer party to this agreement by the Union, that the employee has been suspended for non-payment of dues or violation of the by-laws of the Union approved by the American Federation of Labor, the employer shall forthwith discharge such employee.

Section 5. The Union shall make no unreasonable restrictions in accepting new members.

ARTICLE III

While questions of grievances are pending as provided for in this agreement, and if referred to the State Board of Conciliation and Arbitration, there shall be neither a shut-down or lockout by the Employer, nor a suspension of work or strike by the Employees of the Union.

ARTICLE IV

The hours of labor shall not exceed forty-eight (48) hours in any one (1) week. All work in excess of forty-eight (48) hours in one (1) week shall be paid for at the rate of time and one-half. A working day shall consist of eight (8) hours. All work performed after eight (8) hours in one (1) day shall be paid for at the rate of time and one-half.

ARTICLE V

Employees shall be notified the night before if there is to be no work on the following day. In the event such notification is not given, and an employee reports for work, he shall be paid no less than four (4) hours work. Any employee having worked one-half day without being notified of no work for the remainder of the day, shall be paid for a full day.

ARTICLE VI

There shall be no pay for legal holidays, except for work actually performed. All work performed on Sundays and the following legal holidays,—New Year's Day, Washington's Birthday, May 30th, July 4th, Labor Day, Thanksgiving and Christmas, shall be paid for at the rate of time and one-half. The minimum shall be for four (4) hours of labor at the rate of time and one-half.

ARTICLE VII

Packers shall receive Twenty-seven Dollars and Fifty Cents (\$27.50) per week minimum.

There shall be one apprentice to every five journeymen employed, and one additional apprentice for every major portion of five.

Apprentice packers shall receive One (\$1.00) Dollar a week increase over and above what they are now receiving.

The minimum pay for strippers shall be Twenty-two Dollars and Fifty Cents (\$22.50) per week.

Any gratuities now enjoyed by an employee in any of the concerns covered by this award shall not be reduced by any provision in this contract.

The Employer agrees that seniority rights shall prevail.

Apprentice packers and strippers must have a card issued by the Union committee.

ARTICLE VIII

Transportation of merchandise by Union truckmen only.

Employers shall not require employees to make pickups or deliveries where there is any labor trouble in existence.

ARTICLE IX

The Employer agrees that there will be no discharge or discrimination against any Employee because of Union membership or Union activity.

ARTICLE X

Section 1. At points or in departments where employees covered by this agreement are engaged, a place shall be provided where notices of interest to employees, such as notices of meetings, instructions, etc., may be posted even though not issued by the concern.

Section 2. Officials of this Union shall be permitted to enter the business establishments to examine due books of all members, or any other Union business.

ARTICLE XI

In the event of any dispute arising between Employer and Employee which can not be adjusted within seven (7) days by the Business Agent and the Employer, a Committee of three (3) of the New England Fruit and Vegetable Jobbers Association shall meet the Union Executive Board within three (3) days thereafter, and if a satisfactory agreement can not be reached, the case is to be referred to the State Board of Conciliation and Arbitration whose decision shall be final and binding.

This AGREEMENT shall remain in full force and effect until October 15, 1939.

CURTIS & COMPANY—BOSTON

October 13, 1938

In the matter of the joint application for arbitration of a controversy between Curtis & Company of Boston and employees. (232)

The Board awards that the employee in question is entitled to \$5 overtime.

GREEN-BARR SHOE COMPANY—LOWELL

October 17, 1938

In the matter of the joint application for arbitration of a controversy between the Green-Barr Shoe Company of Lowell and treers. (248)

The Board awards that one dollar per case shall be paid by the Green-Barr Shoe Company to employees at Lowell for treeing patent leather shoes, including ironing and cleaning, for the work as there performed.

By agreement of the parties this decision shall take effect as of date of the inception of this type of work.

WINSLOW BROS. & SMITH COMPANY—NORWOOD

October 19, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Bros. & Smith Company of Norwood and Chemist Assistant. (268)

The Board awards that the Company has not discriminated in this case.

PHYLLIS SHOE COMPANY—BOSTON

October 19, 1938

In the matter of the joint application for arbitration of a controversy between the Phyllis Shoe Company and edge trimmer. (272)

The Board awards that the edge trimmer in question be given another opportunity to determine whether or not he is capable of doing the work in the proper manner. The Board is forced to this conclusion by reason of the fact that the employer kept none of the poor work which could have been presented to the Board as evidence, and also because of the fact that a check-up with some of the factories where the employee formerly worked discloses that this employee was not discharged for poor work, as stated by the company.

The Board further awards that this employee is not entitled to any reimbursement of back wages, and that this decision take effect on the date of his re-employment by the company, which should be done at the beginning of the next pay-roll week.

DAINTY MAID SHOE COMPANY

October 21, 1938

In the matter of the joint application for arbitration of a controversy between Dainty Maid Shoe Company and pressers. (261)

The Board awards no change in prices on Patterns Nos. 329, 330, and 332.

GRAND SHOE COMPANY—HAVERHILL

October 21, 1938

In the matter of the joint application for arbitration of a controversy between the Grand Shoe Company of Haverhill and fancy stitchers. (262)

The Board awards that there shall be no change in the price now paid by the Grand Shoe Company to employees at Haverhill for stitching and turning French cord on Pattern No. 9964—Eve, Pattern No. 9994—Carrie and Pattern No. 9987—Rhea, for the work as there performed.

GRAND SHOE COMPANY—HAVERHILL

October 21, 1938

In the matter of the joint application for arbitration of a controversy between the Grand Shoe Company of Haverhill and fancy stitchers and vampers. (263)

The Board awards that the following prices shall be paid by the Grand Shoe Company to employees at Haverhill for the work as there performed on Pattern No 9974:

If done by the vampers	Per Dozen
If done by the fancy stitchers	\$0.133
	.17

GRAND SHOE COMPANY—HAVERHILL

October 21, 1938

In the matter of the joint application for arbitration of a controversy between the Grand Shoe Company of Haverhill and fancy stitchers. (265)

The Board awards that the following prices shall be paid by the Grand Shoe Company to employees at Haverhill, for the work as there performed:

Stitching lines on Carrie Pattern	Per Dozen
Spider stitch braid on vamp after inserting	\$0.297
	No change

By agreement of the parties this decision shall take effect as of the date of starting the operation in question.

HERK SHOE COMPANY—HAVERHILL

October 21, 1938.

In the matter of the joint application for arbitration of a controversy between the Herk Shoe Company of Haverhill and fancy stitchers. (274)

The Board awards that the Herk Shoe Company shall pay to employees at Haverhill for stitching gores to lining on Pattern Nos. 430, 440 and similar patterns the price as listed in the State Board 3-A price list, for the work as there performed.

BENZ KID COMPANY—LYNN

October 24, 1938

In the matter of the joint application for arbitration of a controversy between the Benz Kid Company (Factory No. 2) of Lynn and platers. (269)

The Board finds that there has been no violation of departmental seniority in Factory No. 2 of the Benz Kid Company at Lynn.

The Board awards that the eight men listed among others in the finishing department who have been recognized as platers shall continue to receive the same recognition.

C. BOWEN, INC.

October 25, 1938

In the matter of the joint application for arbitration of a controversy between C. Bowen, Inc. and employee. (271)

The Board awards that the employee in question, Joseph Farrell is senior in employment to at least three of the employees who are now in the employ of the company, and his employment should be restored on the basis of his seniority rating. This decision to take effect from the next pay-roll week.

MORANDI-PROCTOR CO., INC., MARKET FORGE COMPANY

October 25, 1938

In the matter of the joint application for arbitration of a controversy between Morandi-Proctor Co., Inc., Market Forge Company, and employees. (277)

The Board awards that the employee in question has lost his seniority rating by reason of his having absented himself from employment for a period of one year.

E. L. COOK BRICK COMPANY

October 26, 1938

In the matter of the joint application for arbitration of a controversy between E. L. Cook Brick Company and employees. (242)

The Board awards the attached agreement as its decision.

AGREEMENT

This Agreement entered into this fifteenth day of August, 1938, by and between the E. L. Cook Brick Company, hereinafter called the Employer, and those of its Employees who are members of the United Brick and Clay Workers of America and Local 572, hereinafter called the Employees.

ARTICLE I

The United Brick and Clay Workers of America and Local 572 shall be the sole and exclusive bargaining agency for all the employees in the above-named plant.

ARTICLE II

It is agreed that the hours of employment shall be eight (8) hours per day for a five-day (5) week. The five (5) days comprising the week shall not include Sunday. Any time worked over eight (8) hours per day shall be considered overtime and shall be paid for at the rate of time and one-half, with double time for Sundays and Holidays, with the exception of a maintenance crew of the following six (6) men who shall be allowed to work eight (8) hours per day for six (6) days in case of emergency (over eight (8) hours per day for these men shall be paid for at the rate of time and one-half with double pay for Sundays and Holidays), also the burning crew who are allowed to work twelve (12) hours per day, only while burning kiln, at straight time.

ARTICLE III

It is agreed that seniority shall be by departments. Also men laid off in one department cannot be replaced by men from another. In case of vacancy in any department senior employees will have preference if eligible.

It is understood and agreed that the working day of the making department shall be divided into four (4) periods of two (2) hours each. Men working any part of said periods shall be paid for a full period.

ARTICLE IV

If any employee desires to lay off, he must secure the consent of the superintendent or his Foreman. If compelled to lay off on account of sickness or some unavoidable circumstance, he shall notify the Superintendent, or his Foreman, at the earliest opportunity. Any employee discharged may have his case considered provided he reports that desire in the presence of his Committeemen, to the Superintendent within twenty-four (24) hours of his discharge.

ARTICLE V

Time signals shall be provided for starting and stopping, including the noon period. Proper staging shall be provided for loaders when bricks are too high or too far back to be caught safely.

It is agreed that a relief man shall be provided to take care of the needs of men engaged in the performance of a continuous duty.

It is agreed that there shall be erected in the time office a bulletin board for the use of the Union for the posting of official notices and such material that may be agreed upon by the committee and official management.

Should changes be made in the operation or construction of the plant that would create conditions not contemplated or covered by this agreement a supplementary agreement or such necessary change or amendments to this agreement shall be made to meet and cover the changes of manufacture or production.

It is agreed that whenever an employee not having been notified the day before reports for work and there is nothing for him to do, the said employee shall be compensated to the extent for two (2) hours at the regular rate of pay. It is agreed, however, that in the event of weather or other conditions beyond the control of the company, such notice shall not be necessary.

ARTICLE VI

It is agreed that no attempt shall be made by the employer to turn work over to the Foremen which is ordinarily performed by the employees.

ARTICLE VII

The wage scale now in effect at the above-named plant shall continue in full force and effect for a period of six months following the date of this agreement, at which time the Board reserves the right to again review the wage rates.

ARTICLE VIII

In the event of any dispute arising which cannot be adjusted between the Employer and the Union, same shall be submitted within seven (7) days to the State Board of

Conciliation and Arbitration whose decision shall be final and binding to both parties to this agreement. During the life of this agreement and pending such decisions as provided for herein, there shall be no strike or lockout.

This Agreement shall remain in full force and effect until the fifteenth day of August, 1939, and shall remain in force from year to year unless either party to this agreement gives notice thirty (30) days prior to the expiration date that they desire to change or amend this agreement.

PILOT SHOE COMPANY—CHELSEA

October 26, 1938

In the matter of the joint application for arbitration of a controversy between Pilot Shoe Company of Chelsea and fancy stitchers. (273)

The Board awards that the following prices shall be paid by the Pilot Shoe Company to fancy stitchers at Chelsea, for the work as there performed:

Fancy stitching:	Per 36 Pair
Sandra Pattern:	
Closing top of vamp	\$0.17
Closing bottom of vamp	.17
Stops	.04
Inserting saddle	.09
Sewed to a pair with a bar	.71
Stops	.04
Pointed tips	.19
Inserting tabs	.09
Stitching circular vamp	.25
Inserting tabs	.09
Making loop	.06
Stitching cut-outs	.54

By agreement of the parties, this decision shall take effect as of the date of the inception of the work in question.

ECONOMY GROCERY STORES CORPORATION—BOSTON

October 27, 1938

In the matter of the joint application for arbitration of a controversy between Economy Grocery Stores Corporation of Boston and employees. (280)

The Board awards and finds, after studying the contract between the Economy Grocery Stores Corporation and Local 25, that there is no provision providing for helpers on the trucks of said corporation. The Board, however, recommends that the conditions regarding helpers on the trucks existing prior to the recent labor trouble be continued.

PORTER JAPANING COMPANY—WOBURN

October 31, 1938

In the matter of the joint application for arbitration of a controversy between the Porter Japaning Company of Woburn and patent leather workers. (258)

The Board finds that the Porter Japaning Company was justified in discharging the employee in question.

WINSLOW BROTHERS & SMITH COMPANY—NORWOOD

November 7, 1938

In the matter of the joint application for arbitration of a controversy between Winslow Brother & Smith Company of Norwood and cellar workers. (267)

The Board awards that the employee in question has seniority.

By agreement of the parties this decision shall take effect as of October 3, 1938.

JULIUS GOLDSTEIN & SONS COMPANY—BOSTON

November 17, 1938

In the matter of the joint application for arbitration of a controversy between Julius Goldstein & Sons Company of Boston and order clerks. (266)

The Board finds that the employers have not proven to the satisfaction of the Board that the employees in question misappropriated shoes.

It does find, however, that personal abuse and profanity has been indulged in by the employees in question. The Board hesitates, in view of the evidence, to render a finding in this particular case and recommends in the interests of both sides that the employees be given another opportunity for work, with the understanding that further complaints will be sufficient grounds for discharge.

JULIUS GOLDSTEIN COMPANY—BOSTON

November 28, 1938

In the matter of the joint application for arbitration of a controversy between Julius Goldstein Company of Boston and order clerks. (266)

The Board awards that in view of the failure of the company to accept the recommendations of the State Board of Conciliation and Arbitration as rendered under date of November 17, 1938, the Board now has before it for decision the question, "Shall these two men be retained or discharged?" The Board now awards that the two employees in question be re-employed by the Julius Goldstein & Sons Company.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and shoe cutters. (276)

The Board awards that \$1.702 per 100 pair shall be paid by the Herbert Holtz Shoe Company to employees at Haverhill for cutting vamp Pattern No. 545 by machine, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of starting the work in question.

UNITY SHOEMAKERS CORPORATION—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoemakers Corporation of Haverhill and treers. (281)

The Board awards that eight cents extra per 36 pair shall be paid by the Unity Shoemakers Corporation to treers at Haverhill for cleaning half-platform on leathers where an extra does not now apply.

By agreement of the parties this decision shall take effect as of October 27, 1938.

COLELLA & MILANO, INC.—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between Colella & Milano, Inc., of Haverhill, and outside cutters. (282)

The Board awards that the following prices shall be paid by Colella & Milano, Inc., to employees at Haverhill, for the work as there performed:

	Per 100 Pair
Cutting blocker on Pattern No. 129	\$1.085
Cutting saddle on Pattern No. 150	1.84

By agreement of the parties this decision shall take effect as of the date of starting the work in question.

HARTMAN SHOE COMPANY—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Hartman Shoe Company of Haverhill and cutters. (283)

The Board awards that the following prices shall be paid by the Hartman Shoe Company to employees at Haverhill, for the work as there performed:

	Per 100 Pair
Cutting Pattern No. 43276, by hand:	
Outsides	\$4.50
Linings	2.54

By agreement of the parties, this decision shall take effect as of the date of beginning the work in question.

HERK SHOE COMPANY—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Herk Shoe Company of Haverhill and block cutters. (284)

The Board awards that the following prices shall be paid by the Herk Shoe Company to employees at Haverhill, for the work as there performed:

	Extra	Per 100 Pair
Cutting Unsorted Pieces:		
Vamps		\$0.50
Quarters		.50
Heel covers		.25
Small patterns		.25

Block cutters shall receive two-thirds of the established leather extra on whole shoes.

By agreement of the parties this decision shall take effect as of October 28, 1938.

COLELLA & MILANO, INC.—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between Colella & Milano, Inc., of Haverhill and bottom ironers. (287)

The Board awards that nine cents per 36 pair shall be paid by Colella & Milano, Inc., to employees at Haverhill for ironing bottoms, for the work as there performed.

COLELLA & MILANO, INC.—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between Colella & Milano, Inc., of Haverhill and lock stitchers. (288)

The Board awards that thirty-nine cents per 36 pair shall be paid by Colella & Milano, Inc., to employees at Haverhill for stitching half-platform on lock stitch machine, for the work as there performed.

COLELLA & MILANO, INC.—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between Colella & Milano, Inc., of Haverhill and moulders. (289)

The Board awards that eight cents per 36 pair shall be paid by Colella & Milano, Inc., to employees at Haverhill for moulding outsoles, Model B machine, for the work as there performed.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between Herbert Holtz Shoe Company of Haverhill and stockfitters. (291)

The Board awards that the following prices shall be paid by the Herbert Holtz Shoe Company to employees at Haverhill, for the work as there performed.

	Per 36 Pair
Sbicca splitting	\$0.12
Laminated inners:	
Cementing . . . . .	.02
Laying . . . . .	.05
Rolling . . . . .	.02½
Rounding:	
Inners, two at a time . . . . .	.087
Builders, four at a time . . . . .	.06

By agreement of the parties, this decision shall take effect as of the date of starting the operations in question.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and finishers. (292)

The Board awards that the following prices shall be paid by the Unity Shoe Makers Corporation to employees at Haverhill, for the work as there performed:

Finishing fish-tail bottoms:	Per 36 Pair
Wheeling	\$0.24
Staining, two coats . . . . .	.33
Waxing . . . . .	.18
Blacking . . . . .	.30
Burnishing . . . . .	.27

By agreement of the parties, this decision shall take effect as of the date of starting the operations in question.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and screw attachers. (293)

The Board awards that twenty-seven cents per 36 pair shall be paid by the Unity Shoe Makers Corporation to employees at Haverhill for attaching breast lock heels on screw machine, for the work as there performed.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and sock liners. (294)

The Board awards that \$0.165 per 36 pair shall be paid by the Unity Shoe Makers Corporation to employees at Haverhill for lining in "open-toe" shoes, if cemented separately, for the work as there performed.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and wood heelers. (296)

The Board awards that fifty-nine cents per 36 pair shall be paid by the Unity Shoe Makers Corporation to employees at Haverhill for cutting on breast lock heels, by machine, for the work as there performed.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

November 28, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and pullers. (297)

The Board awards that no extra shall be paid by the Herbert Holtz Shoe Company to pullers at Haverhill for mating tips, for the work as there performed.

HERK SHOE COMPANY—HAVERHILL

November 30, 1938

In the matter of the joint application for arbitration of a controversy between the Herk Shoe Company of Haverhill and lasters and treers. (278)

The Board awards from the evidence at hand that an agreement was entered into between the Herk Shoe Company and the union calling for the price list in the lasting and treeing rooms on the basis of the prices then in effect (the so-called "across the board" prices).

AMERICAN WRITING PAPER CORPORATION

November 30, 1938

In the matter of the joint application for arbitration of a controversy between American Writing Paper Corporation and employees. (279)

The Board awards that under interpretation of Article X of agreement that the company is complying with said Article X.

HERBERT HOLTZ SHOE COMPANY—HAVERHILL

November 30, 1938

In the matter of the joint application for arbitration of a controversy between the Herbert Holtz Shoe Company of Haverhill and cutters. (285)

The Board awards that the kid extra shall apply in cutting crushed kid at the factory of the Herbert Holtz Shoe Company in Haverhill, for the work as there performed.

By agreement of the parties, this decision shall take effect as of the date of starting the work in question.

MORGAN LAUNDRY SERVICE, INC.—BOSTON

November 30, 1938

In the matter of the joint application for arbitration of a controversy between Morgan Laundry Service, Inc., of Boston and employees. (286)

The Board awards that at the time of the replacement of the employee in question there was no contract in existence, it having been cancelled by the thirty days' notice.

UNITY SHOE MAKERS CORPORATION—HAVERHILL

November 30, 1938

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Makers Corporation of Haverhill and treers. (295)

The Board awards that shoes with open toes with opening measuring $1\frac{3}{8}$ inches or under (4B size office samples) shall be considered closed toes and closed toe price shall be paid. One-twenty-fourth shall be deducted from the price list for treeing open toes shoes (opening over $1\frac{3}{8}$ inches), for the work as there performed.

KORN LEATHER COMPANY—PEABODY

November 30, 1938

In the matter of the joint application for arbitration of a controversy between the Korn Leather Company of Peabody and togglers. (298)

The Board awards that the following prices shall be paid by the Korn Leather Company to employees at Peabody, for the work as there performed:

Toggling side leather:	Per 100
Kip sides, 15 feet or less	\$5.20
Regular sides, over 15 feet through 22 feet	6.40
Large sides, over 22 feet	7.25

J. B. BLOOD COMPANY—LYNN

November 30, 1938

In the matter of the joint application for arbitration of a controversy between J. B. Blood Company of Lynn and drivers. (303)

The Board awards that the employee in question shall be paid four hours' overtime. This decision shall not be used as a precedent where the employees of the butter and egg division have been advised by the company that route deliveries shall be limited to thirty-eight hours.

NEW ENGLAND FRUIT AND VEGETABLE BUYERS ASSOCIATION AND CELERY WORKERS

November 30, 1938

In the matter of the joint application for arbitration of a controversy between members of the New England Fruit and Vegetable Buyers Association and Celery Workers. (304)

The Board awards the attached Agreement as its decision.

CELERY AGREEMENT

This Agreement made and entered into by and between the Employer and Federal Labor Union, Local 20588, Fruit and Vegetable Distributors' Union of Boston, Massachusetts.

In consideration of the covenants herein agree to as follows:

W I T N E S S E T H :

ARTICLE I

A duty rests upon the Employer, upon the Union, and upon each and every employee to eliminate the causes of dispute and to promote the spirit of co-operation among Employer and Employee.

ARTICLE II

Section 1. The Union agrees that the Employer shall have the right to hire new employees in the open market, but the Employer agrees that all such new employees shall become members of the Union in good standing no later than two weeks from the date of the beginning of their employment. The Union agrees to accept in membership any employee so hired providing he has not had any previous difficulties with the Union, pays his dues regularly, and lives up to the constitution, by-laws and rules of the Union.

Section 2. New hired help as provided for in Section 1, Article II, shall receive the union scale of wages and hours of labor and other working conditions as provided for in this agreement, and shall pay the whole or part of their initiation fee upon being hired.

Section 3. It is further agreed that all employees other than office help shall be members of Local 20588, American Federation of Labor.

Section 4. Upon notification to any Employer party to this agreement by the Union, that the employee has been suspended for non-payment of dues or violation of the by-laws of the Union approved by the American Federation of Labor, the Employer shall forthwith discharge such employee.

Section 5. The Union shall make no unreasonable restrictions in accepting new members.

ARTICLE III

While questions of grievances are pending as provided for in this Agreement, and if referred to the State Board of Conciliation and Arbitration, there shall neither be a shut-down or lockout by the Employer, nor a suspension of work or strike by the Employees or the Union.

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